BOARD OF SUPERVISORS

Brown County



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PHONE (920) 448-4015 FAX (920) 448-6221

ADMINISTRATION COMMITTEE

Steve Fewell, Chair Allan Jamir, Vice Chair Jamie Blom, Thomas De Wane Richard Schadewald

ADMINISTRATION COMMITTEE

Thursday, April 23, 2015 5:30 p.m.

Room 200, Northern Building 305 E. Walnut Street

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON ANY ITEM LISTED ON THE AGENDA

- I. Call to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of April 15, 2015 Special Meeting.

Comments from the Public

1. Review Minutes of: None.

Communications:

- 2. Communication from Supervisor Hoyer re: All new Supervisors automatically be assigned a county e-mail address to serve as a contact point for constituents as well as all contact from the County offices and business; referred from March, 2015 County Board.
- 3. Communication from Supervisor Schadewald re: Request that the Administration Committee revisit Chairman Moynihan's proposal for computer equipment for Supervisors; *referred from March, 2015 County Board.*
- 4. Communication from Supervisor Zima re: The Administration Committee review Brown County's Flexible Benefit Program; *referred from March*, *2015 County Board*.
- 5. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the County employee turnover rate is by department and the corresponding reason for turnover; referred from April, 2015 County Board.
- 6. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April, 2015 County Board.

Corporation Counsel:

- 7. Monthly Report, February, 2015.
- 8. Monthly Report, March, 2015.

County Clerk:

- 9. Budget Status Financial Report, December, 2014 (unaudited).
- 10. Budget Status Financial Report, January, February and March, 2015.

Treasurer

- 11. Budget Status Financial Report, December, 2014 (Final).
- 12. Treasurer's Report.
 - a. Status of Tax Collection partnership(s).
 - b. Update re: Sale of tax deeded lands by BC Code Chapter 3, Section 3.06 & Wis. Stat. 75.
 - c. Setting a date for presentation by winner of RFP Project #1873 Financial Advisory Services.
 - d. Discussion and possible action re: Class 3 notices and Brown County Treasurer's Office Budget line items 5310 & -5810.

Child Support:

- 13. Budget Status Financial Report, December, 2014 (unaudited).
- 14. Budget Status Financial Report, February, 2015.
- 15. Departmental Openings Summary, March and April, 2015.
- 16. Agency Director Summary, March, 2015.
- 17. Agency Director Summary, April, 2015.

Technology Services:

- 18. Budget Status Financial Report, February, 2015.
- 19. Technology Services Monthly Report, March, 2015.
- 20. Technology Services Monthly Report, April, 2015.

Human Resources

- 21. Resolution re: Brown County Classification Salary Range; referred from April, County Board.
- 22. Resolution re: Change in Table of Organization for the Administration Department Senior Buyer.
- 23. Budget Status Financial Report, December, 2014 (unaudited).
- 24. Budget Status Financial Report, February, 2015.
- 25. Activity Report for February and March, 2015.
- 26. Departmental Opening Summary, March and April, 2015.
- 27. Director's Report, March, 2015
- 28. Director's Report, April, 2015.

Department of Administration:

- 29. Resolution re: Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program.
- 30. Budget Status Financial Report, January and February, 2015.
- 31. 2015 Budget Adjustment Log.
- 32. Departmental Opening Summary, March and April, 2015.
- 33. Director's Report, March, 2015.
- 34. Director's Report, April, 2015.

Other

- 35. Audit of bills.
- 36. Such other matters as authorized by law.
- 37. Adjourn.

Steve Fewell, Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

PROCEEDINGS OF THE BROWN COUNTY ADMINISTRATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County SPECIAL Administration Committee** was held on Thursday, April 15, 2015 in Room 210, City Hall, 100 N. Jefferson St, Green Bay, Wisconsin.

Present: Chairman Steven Fewell, Supervisor Allan Jamir, Supervisor Thomas DeWane

Excused: Supervisor Richard Schadewald

Also Present:

Chad Weininger (Director of Administration)
Warren Kraft (Human Resources Director)
Paul Fontecchio (Public Works - Engineering)
Sandy Juno (County Clerk)

Paul Zeller (County Treasurer)
August Neverman (Chief Information Officer)
Troy Streckenbach (County Executive)
Other Interested Parties

i. Call to Order.

The meeting was called to order by Chairman Fewell at 6:01pm

ii. Approve/Modify Agenda

Motion made by Supervisor DeWane, seconded by Supervisor Jamir to approve. Vote taken. <u>MOTION CARRIED</u> UNANIMOUSLY

iii. Approve/Modify Minutes of February 26, 2015.

Motion made by Supervisor Jamir, seconded by Supervisor to DeWane. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public

Technology Services:

Approval of BCCAN Fiber Build Project Bid Results for Ashwaubenon and Green Bay School District.

August Neverman reported. He is looking for approval of the two projects for Ashwaubenon and Green Bay School District schools for internet access.

Supervisor Fewell asked if the bids received were good bids. Neverman said that he believed so adding that they had estimated the cost to be between \$90,000 and \$100,000. The low bid received was for \$84,000.

Supervisor Fewell had concerns as the low bid was significantly lower than the other bids. Neverman said that part of the reason is simply business demand. If a business is already booked, they have to charge a premium.

Motion made by Supervisor DeWane , seconded by Supervisor Jamir to approve. Vote taken. <u>MOTION CARRIED UNANIMOUSLY</u>

County Clerk:

2. Resolution Re: Reclassification of the Account Clerk 1 Position in the County Clerk Table of Organization.

Sandy Juno presented. Discussed Susan Laabs retirement, and the reorganization to have the new person titled in the capacity in which they serve.

Motion made by Supervisor De Wane, seconded by Supervisor Jamir to approve. Vote taken. <u>MOTION CARRIED UNANIMOUSLY</u>

Department of Administration:

3. Resolution Re: 2014 Balanced Budget Adjustment.

Chad Weininger presented.

Supervisor Fewell asked about the Clerk of Courts budget. Weininger said that nothing should surprise the committee. The community programs came in over budget, and the state changed the funding formula. There were additional funds needed for child protection.

Weininger said that the state was looking into changing the fee structure so that the county could retain a larger portion of the fee. They are also looking at changing the GAL fees. Weininger added that should the state move forward, the Clerk of Courts office could see some relief.

Motion made by Supervisor Jamir, seconded by Supervisor De Wane to approve. Vote taken. <u>MOTION CARRIED</u> <u>UNANIMOUSLY</u>

4. Resolution re: Initial Resolutions Authorizing the Issuance of Not to Exceed \$7,575,000 General Obligation Corporate Purpose Bonds of Brown County, Wisconsin in One or More Series at One or More Times.

Weininger said that this is in regards to the capital improvements fund. He told the committee that the funds would be split between highway and the emergency communication center.

Supervisor Jamir asked if the 911 emergency center system was to be bonded over 20 years. Weininger said it would appear that that is the case. Supervisor Jamir asked if that was wise due to technology changing so quickly. He doesn't want to be caught in a situation where the county ends up paying for a system they may have had to replace or upgrade 10+ years from now. Weininger suggested that the issue be brought up at the county board when bonding counsel will be present. Supervisor Jamir asked how long the county was expecting the 911 tech to last. August Neverman said that from hardware they are looking at a 7-year window, but software should last 12-15 years.

Supervisor Jamir emphasized that he wants to know the options are for bonding. Weininger suggested that he make an amendment on the floor during county board after they are able to discuss the issue more in depth with the bond counsel.

Motion made by Supervisor Jamir, seconded by Supervisor De Wane to approve. Vote taken. <u>MOTION CARRIED</u> UNANIMOUSLY

5. Request re: Asset Maintenance Funds In The Amount of \$36,000.

Weininger said this is notification of the money being used to do the Sophie Beaumont parking lot. The money will be replenished by public works department.

Motion made by Supervisor De Wane, seconded by Supervisor Jamir to receive and place on file. Vote taken. <u>MOTION</u> CARRIED UNANIMOUSLY

<u>Other</u>

- 6. Such other matters as authorized by law.
- 7. Adjourn.

Motion made by Supervisor DeWane, seconded by Supervisor Jamir to adjourn at 6:15pm Vote taken. <u>MOTION</u> <u>CARRIED UNANIMOUSLY</u>

Respectfully submitted,

Brian B. Lueth
Recording Secretary



BROWN COUNTY BOARD OF SUPERVISORS

COURT HOUSE
GREEN BAY, WISCONSIN

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date:	3/18/15
Agenda No. :	
	owing motion: all new 'supervisor be vassigned emed advess to seve as a content one
I make the fol	owing motion: all new supervisor be Passigned
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for con	ement advers to serve as a contect point
officesa	wo business
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	Signed:
	District No.: 4

(Please deliver to the County Clerk after the motion is made for recording into the minutes.) $\begin{tabular}{ll} \hline \end{tabular}$

March 18,2015

To: County Bd. Administration Conte.
From: Dist 24 Supervisor Schadewell

This is my request for the Administration Committee to revisit

Chairman Moynihan's proposal for Chairman Moynihan's proposal for Competer equipment for Supervisors.



BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date: 3-18-15 Agenda No.: Late Communications
Motion from the Floor
I make the following motion: That the administration Committee review Brown Country's Flexible Bonefe Program
5:
Signed: Juny Zing
District No.:

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)



BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

Meeting Date: Cipul 15, 2015

Agenda No.: Communition Committee

Motion from the Floor

I make the following motion: I am regulating that

Human Resource Dept provide each standing committee statistical impoundant with the Count employee turnover rate is by department and the corresponding reasons for turnover.

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

District No.:



BROWN COUNTY BOARD OF SUPERVISORS COURT HOUSE GREEN BAY, WISCONSIN

BROWN COUNTY BOARD OF SUPERVISORS	
Meeting Date: $\frac{4/15/15}{}$	
Agenda No. :	
As part of the Class + Compreferral formaitfee	hold a
I make the following motion:	discussion
on the philosophy of how this compensation	h would be imploreded
meritials including:	
	res below the 1st windile
- What will we Do to " " "	above 5th quitile?
- What is our end goal for all positions? (4	
market? 2% below or above market?)	
- At what level will we brig new englos	cess in ?
- How will employees Signed:	Robins
more within a Salary District No .:	19
range?	
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(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

CORPORATION COUNSEL OFFICE MONTHLY REPORT FEBRUARY 2015

CORPORATION COUNSEL:

ADMINISTRATION: Discussion with Chad Weininger regarding an issue that arose in the public works department as to policies being followed.

AIRPORT: Research issue for airport as to participating in a Cluster Study. Discussion with Tom Miller, Airport Director, regarding the Aerospace Cluster Study being done by the Federal Government. Discussion with Tom Miller as to procedure for placement of Resolutions on the Agenda.

CIRCUIT COURTS: Review and execute Guardian Ad Litem service contracts for the Circuit Courts.

CLAIMS: Discussion with District Attorney, Dave Lasee, regarding a claim being filed and request for documents by a member of the public.

CONTRACTS: Review and edit the Memorandum of Understanding between Lakeland Care District and Brown County Human Services regarding Family Care Program. Review and edit the Memorandum of Understanding between Care Wisconsin and Brown County Human Services regarding Family Care Program. Review and edit the addendum to the standard professional services contract with Apara Care Consulting for Community Treatment Center. Review changes made to the software contract for Technical Services with CDW Government LLC and review and edit CDW's new Exhibit A in its entirety. Review and edit the Investment Advisory Services Contract between the County Treasurer and PFM Asset Management LLC. Review the changes made by Motorola regarding the software contract with Public Safety. Review and comment on changes to the PolyStat agreement and the additions with the County's Standard Service Contract language. Review the Statement of Work between Brown County CDW Government LLC for small installation projects and scheduled maintenance. Review and sign off on the Motorola recurring services radio interoperability agreement along with the NICE maintenance agreement. Review the insurance requirements for the Friends Agreement of the Reforestation Camp Trails and comment on the insurance requirements and what the County should be requiring. Review and edit the Memorandum between Brown County Parks Department and the Duck Club for use of the facilities at Barkhausen Waterfowl Preserve and Pamperin Park. Review and edit the Memorandum of Understanding between the Brown County Parks Department and the Brown County Conservation Alliance for the use of the Barkhausen Waterfowl Preserve. Review and edit the Agreement with the Wayside Morrison Lions Group with Brown County Parks for fundraising for the Way-Morr Park Project to build the bridge in compliance with the Americans with Disability Act. Review and edit the Agreement between Brown County Parks Department and the Friends of the Reforestation Camp Trails.

- CORPORATION COUNSEL: Week off for vacation. Review and approve the migratory bird resolution. Review and correct the Causeway Removal Resolution to Renard Island. Review the Budget Adjustment Resolution for County Board. Review the Worker's Compensation Resolution for committee and County Board. Review seminar requests of the staff attorneys for approval to attend Hipaa trainin, Children in need of Protection and Termination of Parental Rights. Attend in house training on Performance Evaluations presented by Wisconsin County Mutual Insurance Corporation. Discussion with Attorney Lindner regarding subrogation claims.
- COUNTY BOARD: Respond to a parliamentary procedure question which arose prior to the County Board meeting. Prepare for the County Board Meeting and attend said meeting. Discussion regarding the closed session agenda items and procedures for the meeting. Review information on incompatibility of officers and conflict of interest issues as it relates to the position of County Board Supervisor and providing services to a company contracting through the County and render an opinion as to my findings. Respond to a question relating to attendance by supervisors at other Committee and Board Meetings and the notice requirements when there is a quorum present of another committee. Review and edit the resolution regarding the change in Table of Organization for U.W. Extension Agriculture Student Assistant.
- COUNTY EXECUTIVE: Monday morning meetings with County Executive on personnel issues and other pending matters. Discussion with County Executive's Assistant as to the process for encouraging residents to make use of the Government programs and get active in the community. Review information on a citizen participation in programs in the community and research the elements of said program for comment on the legality of said program as contests, sweepstakes and lotteries. Discussion with Ali Kettner regarding the need for a letter to grant PMI the ability to apply for a grant from the Stadium District to be used for a state-of-the-art scoreboard. Review the lease agreement between PMI and the County as well as the criteria for receiving a grant from the Stadium District.
- **EMPLOYMENT:** Discussion regarding employee issues and pending grievances. Discussion with Human Resources regarding the Laura LaLuzerne claim against the County for discrimination and interfering with her rights under the Family Medical Leave Act.
- **EXECUTIVE COMMITTEE:** Draft closed session language for Committee to give an update and request direction from the Committee on the Non-Supervisory Deputy Sheriff's Labor Agreement.
- **FINANCE:** Discussion with Carolyn Maricque, Brown County Finance Director, regarding the structure of the Brown County Veterans Complex as to the lease and ownership.
- **HEALTH DEPARTMENT:** Discussion with Audrey Murphy, Chair of Health Board, regarding the Shirley Wind Turbine issue. Draft the closed session language for the Board of Health's agenda regarding the Shirley Wind Turbines and the strategy to take on the issue. Lengthy discussion with Chua Xiong, Health Department Director, regarding

the Shirley Wind Turbine issue and the upcoming Board of Health meeting in closed session.

- HUMAN RESOURCES: Discussion with Todd VandenHeuvel regarding the new Human Resource Director and having a meeting to discuss the labor negotiations. Discussion with Todd VanDenHeuvel regarding a grievance filed by a Sheriff Deputy requesting Short Term Disability and the validity of the case and any option of settlement. Discussion with Human Resource Director, Warren Kraft, as to subrogation claims as handled by Corporation Counsel.
- **HUMAN SERVICES:** Discussion with Rebecca Lindner regarding the Family Care Program contracts with Human Services.
- **INTERNAL AUDITOR:** Review the Brown County Golf Course Contractual Requirements Audit and comment to Internal Auditor.
- LABOR: Summarize the Labor negotiations to-date and the County's position on the Deputy Sheriff's Non-supervisory contract for the new Human Resource Director. Brief the new Human Resource Director on the upcoming mediation regarding the Deputy Sheriff's Non-supervisory contract. Discussion with Finance Department regarding contract interpretation involving benefit payouts on the Deputy Sheriff's Non-Supervisory Contract. Research the law on Compensation time for discussion with the new Human Resource Director as it relates to the request of the Deputy Sheriff's Non-Supervisory contract and language change they requested. Attend Labor mediation with the Deputy Sheriff's Non-supervisory staff for contract issues in dispute. Discussion with Attorney Jon Cermele as to the scheduling of the next meeting and the presentation of the first set of final proposals to the Mediator. Review the Tentative Agreements sent by Attorney Cermele and make comments to Human Resources Director, Warren Kraft, and Chief Deputy Todd Delain requesting their imput on my observations.
- **LIBRARY:** Discussion as to the authority of the Library Board to draft By-laws and the extent of their authority and independence.
- OPEN RECORDS: Review open records request on documents regarding Sanimax and discussion with the Health Department on procedures under the Open Records Laws and what can be charged when providing open records. Review open records request from TriTech for documents regarding the RFP's bids and vendor proposals on the Public Safety Communications Project #1885. Review and redact the 1032 pages on the open records request of Construction Business Group regarding the use of inmates working on the demolition/deconstruction of the Brown County Mental Health Center, and request further documents from Public Works. Draft letter to the Construction Business Group for payment of said 1032 copies and shipping of said documents. Research open records law exemptions for the Health Department regarding the release of complaints and discussion with Rob Gollman, Environmental and Laboratory Division Manager, on open records request the department received. Complete and draft letter on the open records request of the Construction Business Group requesting information on the inmates working on the demolition/deconstruction of the Brown County Mental Health Center.

- **PARKS:** Review the sign information desired to be placed on the Fox River Trail for winter use. Review the information from the Deputy Corporation Counsel on the citation process for the Park's Department. Review documents sent by Attorney Frank Kowalkowski to Hobart regarding land allotted to various parties around the Brown County Golf Course property relating to obtaining an easement from the Oneida Tribe.
- PLANNING: Review code of ethics and conflict of interest as it relates to County employees serving on Boards within Community and draft said opinion in this regard as it relates to PMI and the request for a grant from the Stadium District for a scoreboard at the Resch. Discussion with Planning Department, Jeff DuMez, Land Information Officer regarding the GeoPRIME software Agreement and the cooperation with Ashwaubenon, City of Green Bay and City of DePere under said agreement. Discussion with Attorney William Vande Castle regarding a possible conflict of interest issue regarding PMI requesting a grant from the Stadium District.
- **PORT AND RESOURCE RECOVERY:** Review correspondence between Fox River Fiber and Dean Haen regarding Alternative Cover on the landfill for the BOW and respond to email correspondence in that regard.
- **PUBLIC WORKS:** Discussion with Paul Fontecchio regarding intergovernmental work and agreements with other Cities, Townships and Villages. Discussion with the City Attorney for city of DePere regarding the County Maintenance Agreements and any room for negotiations.
- RISK MANAGEMENT: Discussion with Barb West regarding the Legal Issues in Performance Evaluations/Supervisor Employment Law Legal Update seminar and signing up the new Human Resource Director to attend. Discussion with Barb West on the addendum to the standard professional services contract with Apara Care Consulting for Community Treatment Center. Discussion with Risk Manager regarding the Parks agreements for use of the Barkhausen Waterfowl Preserve.
- SHERIFF'S DEPARTMENT: Review the Jail Staffing Resolution and edit to proper format. Review the file and court proceedings on claim filed by Charles McIntosh, inmate at the Brown County jail, to determine the claims being alleged and whether or not the claims qualify for reporting under the discrimination and civil rights laws under the annual equitable sharing agreement report. Review Bill of Sale for the Sheriff's Department to purchase a used vehicle from Aegis Group, Inc.

LITIGATION UPDATE

LISA AND ROBERT BOUGNEIT v. BROWN COUNTY: Review Summons and Complaint in regard to the Bougneit matter involving an automobile accident in which Brown County through its health insurance plan may have subrogation rights to the extent of the medical payments made where Brown County is a necessary party to said action.

BROWN COUNTY HOUSING AUTHORITY v. DOMINIQUE WILSON: Discussion with Attorney William Vande Castle regarding this action whereby it is

claimed that Ms. Wilson violated the terms of her Section 8 housing voucher contract by allowing an unauthorized person to live in her subsidized housing unit. This matter went to trial in Small Claims Court in front of the Court Commissioner in which Ms. Wilson lost. She appealed to the Circuit Court and again lost this matter, which is now up on appeal with the Court of Appeals. Briefs are due to the Court of Appeals for Ms. Wilson in mid-April with a responsive brief due in May.

SMALL CLAIMS: Prepare for the six small claims court matters and attend said hearings. Discussion with support staff on motions to reopen a small claims matter regarding the recoupment of the library materials and costs of said action. Second discussion with support staff on a small claims matter that needs to be reopened as to the procedure to follow.

DEPUTY CORPORATION COUNSEL:

BROWN COUNTY BOARD OF SUPERVISORS: Communication to and from the Brown County Board of Supervisors' Office regarding preparation of the Agenda item pertaining to the Motion at the Public Safety Committee Meeting to move forward with the Resolution to Approve and Authorize the Execution of the Modification to Tower and Ground Lease Agreement presented by the Brown County Public Safety Communication Department; Prepare for attending Meeting of the Brown County Board of Supervisors for purposes of discussing said Resolution in closed session; Attend said meeting on behalf of Brown County Public Safety Communications Department.

COUNTY TREASURER'S OFFICE (In Rem Foreclosures for 2015): Teleconference with Brown County Treasurer, Paul Zeller, regarding the proper way in which to handle a Brown County inmate subject to foreclosure under the In Rem Foreclosure process governed by Wis. Stat., § 75.521; Interoffice meeting with Assistant Corporation Counsel, Brent Haroldson, to introduce him to the In Rem Foreclosure process under § 75.521 for his future handling of the same; Attention to email from County Treasurer Zeller regarding expiration of the Redemption Period and thirty (30) day Answering Deadline under said In Rem Foreclosure Process; Prepare for the drafting of a Notice of Motion and Motion for Default Judgment, along with the Affidavit of County Treasurer Zeller in support thereof, in response thereto.

COUNTY TREASURER'S OFFICE (Litigation): Prepare for meeting with Brown County Treasurer, Paul Zeller, to discuss the proposed Stipulation submitted by Attorney Eric Erdman, opposing counsel in the pending lawsuit entitled Schmitt v. Schmitt Park Swim Club, Inc., et al. matter; Attend said meeting with County Treasurer Zeller; Review of governing law in preparation of sending a follow up communication to Attorney Erdman in response to his proposed Stipulation; Communication to and from Attorney Erdman regarding the same; Draft and file Scheduling Conference Statement in anticipation of attending the Scheduling Conference set by the Court for early March.

BROWN COUNTY CLERK OF COURTS: Teleconference with Brown County Clerk of Courts, John VanderLeest, to discuss my findings in regards to the enforcement of Brown County Code of Ordinances, Ordinance 3.30, which bans the use of cameras and digital copying in specified areas within the County; Attention to email from Clerk of Courts

- VanderLeest with proposed language for posting notification of said Ordinance; Revision to said proposed language in follow up email to Clerk of Courts VanderLeest.
- BROWN COUNTY CLERK OF COURTS: Teleconference with Attorney Clevers regarding an issue she was having with the Brown County Clerk of Courts Office when attempting to tax costs in the pending lawsuit entitled Van Dreel v. Pavlovich; Attention to an email from Attorney Clevers in follow-up thereto; Review of the governing statutory procedures for the taxing and docketing of costs by the prevailing party in litigation; Teleconference with Brown County Clerk of Courts, John VanderLeest, regarding the same; Follow-up teleconference with both Clerk of Courts VanderLeest and Deputy Clerk of Courts, Michelle Conard, to discuss a resolution of said issue raised by Attorney Clevers; Follow-up communication to and from Attorney Clevers regarding the same.
- BROWN COUNTY CLERK OF COURTS: Attention to email from Brown County Clerk of Courts, John VanderLeest, requesting input on the use of tax return documents to collect upon unpaid Guardian Ad Litem fees; Preliminary follow-up with Clerk of Courts VanderLeest in response thereto.
- COUNTY EXECUTIVE'S OFFICE: Communication to and from Brown County Executive, Troy Streckenbach, regarding a request from PMI to authorize its ability to apply for a certain grant relating to the possible purchase of a scoreboard for the Veterans Memorial Complex; Review of the Lease between PMI and Brown County in anticipation of drafting a letter to the Stadium District regarding said grant application; Draft of letter to the Stadium District in regards to the same.
- EMPLOYMENT MATTERS: (Land and Water Conservation): Teleconference with Land and Water Conservation Director, Jim Jolly, regarding a former employee's retention of certain property belonging to Brown County.
- EMPLOYMENT MATTERS: (Human Services/Human Resources): Attention to email communication from Human Resources Manager, Warren Kraft, regarding the appointment of an Independent Hearing Officer for the grievances pending before Brown County.
- INFORMATION SERVICES (Contract Review): Review of and revision to Integrated Imaging Maintenance Agreement; Communication to and from Brown County Risk Manager, Barb West, regarding the same.
- LIBRARY (Litigation): Communication to and from Outagamie Corporation Counsel, Joe Guidote, requesting that he accept Service of Brown County's Summons and Complaint to collect against Outagamie County on the outstanding Library Services Invoices owed Brown County under the then-governing law; Draft of Summons and Complaint regarding the same; Filing of said Summons and Complaint; Per Attorney Guidote's response to the aforementioned request, draft of Admission of Service to accompany the Summons and Complaint being sent to Attorney Guidote following said filing of the same; Send documents to Attorney Guidote with a cover letter of explanation; Filing of Admission of Service upon receipt of an executed copy from Attorney Guidote; Communication to and from the Brown County Library Board and Interim Director

regarding the filing of said lawsuit and what to expect as a result thereof. [For the Month of January] Attention to the Answer and Counterclaim against Brown County that was filed by Outagamie County in the pending collection action; Teleconference with Attorney Timothy Nixon regarding said Counterclaim; Email communication to and from various members of the Brown County Library Board regarding said Answer and Counterclaim; Review of Agenda for upcoming Brown County Library Board in anticipation of attending the same to discuss said litigation; Communication to and from Interim Brown County Library Director, Sue Lagerman, Brown County Library Board President, Kathy Pletcher, and Attorney Nixon regarding missing language on said Agenda necessary for the Library Board to discuss the pending litigation in closed session; Email communication to Interim Director Lagerman, Library Board President Pletcher and Attorney Nixon with the necessary language to allow the Library Board to discuss the pending litigation in closed session during its March meeting.

LITIGATION (GetMOR): Communication to the Brown County Board of Supervisor's Office requesting the inclusion of a Closed Session on the upcoming Administration Committee's Meeting Agenda for purposes of discussing the pending GetMOR litigation; Provide said Office with the appropriate Agenda language for purposes of the same; Prepare for upcoming Scheduling Conference set by the Court to calendar certain dates pertinent to the GetMOR litigation; Attend said Scheduling Conference; Assess pros and cons of litigating before a jury, as opposed to a judge, following GetMOR's decision not to exercise its right to a jury during the aforementioned Scheduling Conference; Draft letter to the Court notifying it of the County's decision to also forego said jury trial; Attend Administration Committee Meeting to give an update on the GetMOR litigation in closed session. [For the Month of December]:

Prepare for going into closed session at the December meeting of the Brown County Board of Supervisors to provide an update on the GetMOR litigation; Attend said meeting for purposes of the same. [For the Month of January] Communication to and from Attorney Randall Gast, counsel for GetMOR, regarding extending the deadline for naming additional parties to the pending litigation; Draft of a Proposed Stipulation and letter to the Court as a result of said communications. Research and gather relevant case law on the issue of an insurer's duty to defend and indemnify claims based in equity, specifically, Promissory Estoppel, in anticipation of drafting a letter to Brown County's Insurer, WMMIC, demanding coverage in the pending litigation on behalf of Brown County as a result thereof; Review of the WMMIC policy in place at the time of the events giving rise to said claim for purposes of the same; Communication to and from GetMOR attorney, Randall Gast, regarding the status of said litigation, as well as GetMOR's preliminary settlement proposal.

HUMAN SERVICES/HUMAN RESOURCES (Economic Support): Meeting with Economic Support Director, Jenny Hoffman, to discuss the results of her meeting with the Brown County Sheriff's Office in regards to the proposed Memorandum of Understanding between the Brown County Economic Support Division and the Brown County Sheriff's Office that is mandated by the Fraud Prevention and Investigation Program, administered by the Brown County Economic Support Division, as Lead Member of the areas' Fraud Prevention and Investigation Consortium under Wisconsin Statutes.

- HUMAN SERVICES/HUMAN RESOURCES (Economic Support): Attention to voicemail from Economic Support Director, Jenny Hoffman, regarding Brown County Code of Ordinances, Ordinance 30.05, which governs public assistance fraud and Brown County's enforcement thereof; Follow-up meeting with Economic Support Director Hoffman to discuss said Ordinance and its compatibility with the recently executed Memorandum of Understanding between the Brown County Economic Support Division and the Brown County Sheriff's Office.
- PLANNING AND LAND SERVICES: Review of continued email communications from an unhappy loan recipient under the Community Development Block Grant ("CDBG") Housing Program; Several communications to and from CDBG Program Administrator, Aaron Schuette, regarding the same; Attention to email communications between Program Administrator Schuette and Congressman Reid Ribble's Office regarding said recipient's recent complaint to Congressman Ribble's Office about the CDBG Housing Program in Brown County; Review of and revision to a follow-up letter from Program Administrator Schuette to said loan recipient regarding Brown County's final inspection of the property at issue, its contractor payout decision and its closing of the project related thereto.
- PARKS AND RECREATION: Review of Resolution submitted by Brown County Parks Director, Matt Kriese, regarding International Migratory Bird Day; Email communication to and from Parks Director Kriese as to the approval process related thereto; Communication to and from the Brown County Board of Supervisors' Office to ensure the inclusion of said Resolution within the appropriate Standing Committee Agenda for the month of March.
- PORT & RESOURCE RECOVERY: Teleconference with Brown County Port and Resource Recovery Director, Dean Haen, regarding the status of the City of Green Bay's decision pertaining to the Sauk Road Easement request submitted by the Army Corps of Engineers in relation to the closure of Renard Island; Teleconference with Brown County Board Supervisor, Tom Sieber, regarding the same.
- PUBLIC SAFETY (Contract Review): Communication to and from Brown County Public Safety Communications Director, Cullen Peltier, and John Lampkin, regarding my attendance at the upcoming Public Safety Committee Meeting to discuss in closed session the proposed early termination proposal of Airadigm Communications from its five (5) year contractual commitment with Brown County to lease certain areas of its Cellular Tower Space; Attend said Public Safety Meeting for purposes of the same; Follow up Communication to Brown County Board Supervisor, Pat Buckley, regarding the results of Brown County's counter settlement proposal; As a result of said Meeting and the subsequent acceptance of Brown County's counter settlement proposal, draft a proposed Modification to Tower and Ground Lease Agreement between Brown County and Airadigm Communications, the Resolution to Approve and Authorize the Execution of the Modification to Tower and Ground Space Lease Agreement and Resolution Submission Form related thereto for review and possible approval at the upcoming Brown County Board of Supervisors Meeting; Communication to and from Public Safety

- Director Peltier and Lampkin following my attendance at said Brown County Board Meeting for purposes thereof.
- PUBLIC SAFETY: Communication to and from 911 Dispatch Supervisor, Renee Ruitz, regarding the handling of an assignment of lease payments following a property transfer involving land upon which Brown County leases for the placement of its Cellular Tower.
- PUBLIC SAFETY: Email communication to and from 911 Dispatch Supervisor, Renee Ruitz, regarding solicitations for the upcoming public safety employee awareness day.
- PUBLIC SAFETY: Attention to email from Brown County Safety Communications Director, Cullen Peltier, inquiring into the manner in which he should respond to an Open Records Request/Court Order for the disclosure of certain 911 operators involved in litigation pending between the City of Green Bay and a resident thereof; Teleconference with Green Bay City Attorney, Patrick Leigel, to discuss the events leading up to said Request/Order.
- PUBLIC SAFETY (Contract Review): Review of and revision to Brown County Paging Channel Memorandum of Understanding with Outagamie County; Communication to and from Brown County Risk Manager, Barb West, regarding the same.
- PUBLIC WORKS/HIGHWAY DEPARTMENT: Attendance at the LEAN Event held at the Brown County Public Works Department in regards to Brown County's condemnation procedure for right-of-way takings related to its various highway improvement projects.
- PUBLIC WORKS/HIGHWAY DEPARTMENT: Attention to email communication from Brown County retained appraiser, Mike Oskey, requesting my review of an appraisal of certain property being taken in relation to the Brown County V Highway Project; Attention to the law governing Severance Damages in anticipation of responding thereto; Follow-up teleconference with Mr. Oskey to discuss my thoughts in regards to his proposed appraisal.
- UW EXTENSION: Attention to email communication from Brown County Risk Manager, Barb West, regarding the executory authority over an Agreement between Brown County UW Extension Services and the Volunteer Center of Brown County; Review of the Brown County Code of Ordinances and governing Statutory Provisions for purposes of responding to the same; Follow-up communication to and from Risk Manager West in regards thereto.

GUARDIANSHIPS/PROTECTIVE PLACEMENTS:

Register in Probate Office:

- -Pre-trials / new Guardianship or Protective Placement cases (Ch. 54/55): 4
- -Pre-trials / Annual Reviews of Protective Placements (WATTs hearings / Ch. 55): 4
- -Temporary Guardianship hearings (Ch. 54): 3
- -Scheduling Conferences for contested cases (Ch. 54/55): 5
- -Pre-trials / Extension of Civil Mental Health Commitments (Ch. 51): 12

Judicial Hearings / Court Commissioners:

- -Brown County Probable Cause Hearings for Civil Mental Health Commitments (Ch. 51): 3
- -Brown County Settlement Agreements (Ch. 51): 6
- -Door, Oconto and Marinette Settlement Agreements (Ch. 51): 2

Judicial Hearings / Judge Zakowski and Judge Atkinson:

- Brown County Probable Cause Hearings for Civil Mental Health Commitments (Ch. 51): 5
- -Brown County Settlement Agreements (Ch. 51): 8
- -Door, Oconto and Marinette Settlement Agreements (Ch. 51): 1
- -Final Civil Mental Health hearings (Ch. 51): 6
- -Civil Mental Health Extension Hearings (Ch. 51): 7
- -Civil Mental Health Extension Hearing stipulations (Ch. 51): 13
- -Annual Protective Placement Review hearings (Ch. 55): 7
- -Guardianship hearings (Ch. 54): 8
- -Protective Placement hearings (Ch. 55): 8
- -Petition to Terminate Adult Guardianship hearing: 1
- -Petition to Amend Temporary Guardianship (Ch. 54): 1

Other Work:

- -Preparation and review for all hearings, read expert reports, social worker reports, prepare oral arguments, arrange witness testimony
- Phone calls and e-mails with calls with public defenders and other attorneys
- -Phone calls and e-mails with medical doctors, psychiatrists, or psychologists
- -Case review with Brown County in-patient social workers and doctors at Nicolet on discharges without court (Ch. 51)
- -In person meetings with social workers
- -Phone calls with social workers and other employees
- -Phone calls with witnesses and public
- -Read and respond to e-mails regarding cases, witnesses or other legal analysis
- -Adult Protective Services case meetings
- Quarterly Emergency Detention meeting with representatives from local hospitals, police departments, sheriff's office, and Brown County representatives regarding ongoing emergency detention procedure in Brown County
- -HIPAA research/analysis/procedures: on-going / meetings and drafting policy/ review of breaches, consultations with privacy officers and risk manager, review of Business Associate Agreements to be in compliance with current policies, analysis of current breaches and necessity to report
- -Meetings with office attorneys about on-going cases
- -Meeting and work orders regarding finalization of construction at the Court room at the Community Treatment Center

- -Attend morning reports at Community Treatment Center Nicolet Hospital for court updates
- -Planning Detoxification meeting with Green Bay Community Police Officers, hospital emergency room staff, and community partnerships at Green Bay Police Department
- -Adult Protective Service staffing with caseworkers about investigations
- -Review of HIPAA standing release from Director of Human Services with the Office of Veteran Affairs
- -Preparation for jury trial in guardianship case including writing opening and closing statements, Motions in Limine, preparing voir dire, and preparing witnesses
- -Review of case law and procedures for admissions and hearings at local emergency rooms
- -Monitoring and review of litigation between Green Bay and Oneida Tribe regarding land into trust and determination as to Brown County's participation
- -On-going response to Oneida's request for land into trust
- -Review of subrogation claim for UMR
- -Intake for calls on questions regarding three party petitions and discussion with family members about options of how or if to proceed, referrals to appropriate supports for family
- -Communications including e-mail and phone calls with Family Services Crisis Center, Brown County Sheriff and City of Green Bay Police about capacity issues at Nicolet Psychiatric Hospital and coordination of admissions to Bellin Psychiatric Center or Winnebago Mental Health center.

CHILDREN IN NEED OF PROTECTIVE SERVICES (CHIPS):

1:45 Emergency Hearing with Court Commissioner: 14

Pretrial Conferences: 6

Plea/Disposition Hearings: 21

Status Hearings: 3

Extension/Permanency Plan Review Hearings: 5

Contested Motion Hearing: 4

Petitions Filed: 13

Appointment with Social Worker: 18

Discovery Requests filled: 10 Calls from Social Workers: 461

Calls with the Court: 89

Calls with outside Attorneys: 51

Calls with Witnesses: 2

Case Review

CHIPS (other):

Department Case Consult with Juvenile Justice 1

Trainings:

Medical Abuse and Neglect Training – Abusive Burns Training

CASA/Court

CASA Meeting: 1

Quarterly Judges' Meeting: 1

TERMINATION OF PARENTAL RIGHTS (TPR):

Petitions Prepared 4 Letters to Counsel 5

Calls to/from Human Services 15
Meetings with Social Workers: 22
Email to/from Human Services: 17

Email to/from Clerk of Court: 4 Meet w/ Defense Counsel: 3

Phone calls w/ Defense Counsel/Guardian ad Litem: 7
Emails to/from Defense Counsel/Guardian ad Litem: 8
Hearings on Petition to Terminate Parental Rights: 2

Requests to Review Juvenile File prepared 5

Orders Prepared 3

Guardianship (Ch. 48)

Hearings 8

Court Reports Reviewed 5

Calls to/from Social Workers 7

Call to/from Clerk of Court 3

Call to/from Guardian ad litem 1

Meet w/ Social Workers 4

Emails to/from Brown County Human Services 11

Petitions Prepared :

Guardianship Orders Prepared 13

Other Tasks:

- *Draft Brief in response to Respondent's Motion to Dismiss Termination of Parental Right
 Petition
- *Legal Research re: Constitutional Challenges to termination of parental rights
- *Research Hague Convention regarding personal service in a foreign jurisdiction
- *Prepare documents/fill out Hague convention paperwork for personal service in Mexico
- *Prepare requests for admission/interrogatories/requests for production of documents
- *Review old Termination of Parental Rights files/prepare old Termination of Parental Rights files to be placed into storage
- *Prepare for Depositions/attend depositions of Brown County Social Workers
- *Internal Training meeting with Child Protective Services
- *Meeting with Child Protective Service Supervisors

CORPORATION COUNSEL OFFICE MONTHLY REPORT MARCH 2015

CORPORATION COUNSEL:

ADMINISTRATION: Review the Resolution regarding deficits in various departments requesting budget adjustments. Discussion with Administration department as to procedures when amendments are made to already approved resolutions.

AIRPORT: Discussion with Tom Miller and August Neverman regarding the software contract with Agency VI.

BANKRUPTCY: Review file and locate document for the Chapter 13 Bankruptcy filed by Randy and Leslie Tenor. File Proof of Claim for Brown County for real estate taxes due on the Randy and Leslie Tenor case.

CLAIMS: Review claim of Fox River Fiber alleging a breach of contract by Brown County Resource Recovery Department and requesting damages in the amount of \$15,330.76, at this time. Review the Complaint from Caroline Guzman and the County's Answer to the Complaint prior to filing said Answer.

CONTRACTS: Review and edit the Addendum 1 of Apara Care Consulting Agreement and the Apara Care Consulting Fee Schedule which relate to the Apara Care Contract between Human Services and Brown County. Review and edit the changes to the agreement between Brown County and Green Bay Metro for advertising on the buses for the Neville Museum. Review and edit the second addendum to the standard professional services contract with Apara Care Consulting for Community Treatment Center. Review and edit the AT&T Centrex Telecommunication contract. Review and edit the Green Bay Garden Blitz Agreement between Brown County and UW-Extension. Review the Northeast Wisconsin Veterans Treatment Court agreement for donations and discuss said agreement with Risk Management. Second review of the changes made to the Green Bay Garden Blitz Agreement between Brown County and UW-Extension. Review and edit the AT & T Ethernet documents for Technological Services department. Review and edit the PolicyStat Agreement changes for the Human Services Department. Review and Edit the Jones Sign Agreement between the N.E.W. Zoo and Jones Sign for advertising purposes. Review and edit the ProPhoenix Software Agreement Amendment for the Sheriff's Department. Draft an Intergovernmental Memorandum of Understanding between the government entities interested in sharing costs of an online GIS/mapping service. Review the LexisNexis legal research general contract, Lexis for Microsoft Office and LexisNexis Customer Credentialing document for renewal of legal research for the Corporation Counsel Office. Review and edit the letter for an amendment on the Private Solid Waste Management contract. Review and edit the Agent Video Intelligence Agreement for the Airport including the Support and Maintenance Proposal. Work on clauses for the Memorandum of Understanding for the GIS/mapping intergovernmental agreement with Jeff DuMez, GIS Coordinator/Land Information Officer for Brown

- County. Review and edit the Fiber Optic Lease Agreement between Brown County and Ashwaubenon School District. Review and edit the Fiber Optic Lease Agreement between Brown County and Ashwaubenon WiscNet. Review and edit the Neville Museum Lease agreement with the Chamber of Commerce for use of the museum parking lot.
- CORPORATION COUNSEL: Discussion with staff attorney as to a circuit court decision in Manitowoc and how that may affect the labor agreements. Set up meeting with the Westlaw representative as to renewal of said legal services contract with the Corporation Counsel Office. Draft several letters regarding said renewal of services to Westlaw and Lexis. Meeting with the Lexis research representative as to the legal research needs of the Corporation Counsel and Child Support departments. Discussion with staff attorney regarding taking on interns in the Corporation Counsel Office.
- COUNTY BOARD: Review and comment on the Series 2015 General Obligation Bond Resolution for \$7,575,000. Review Budget Adjustment Resolution and corresponding attachments for County Board. Research property issues and authority of County Board under state statutes to answer questions which arose. Draft a Resolution opposing the Countywide Assessment Initiative contained in the Proposed State Budget. Draft a Resolution opposing Microbeads in Personal Care Products. Prepare for County Board meeting and attend said meeting. Discussion with County Board office regarding meeting notice for the NEW District Board meeting on March 30, 2015. Discussion with County Board office staff as to cancellation of a scheduled meeting for lack of a quorum.
- **COUNTY CLERK:** Review resolution regarding reclassification of the Account Clerk I position in the County Clerk's Table of Organization. Review communications between the County Clerk's Office and the Human Resource Department regarding the Neogov system handling applications for jobs.
- COUNTY EXECUTIVE: Monday morning meetings on personnel issues and other pending matters. Review and comment on the disclaimer information from Legal Resources of Brown County as to not being connected to the government entity of Brown County. Meeting with Village of Hobart representatives regarding the easements from the Oneida Tribe out at the Brown County Golf Course. Review and comment on the Memorandum of Understanding and Extension Agreement between Brown County and Richard J. Resch to answer questions that may arise.
- **EDUCATION AND RECREATION:** Draft closed session language for the April Education and Recreation Committee meeting for the 70 acres of land adjacent to the Golf Course.
- **EMPLOYMENT:** Review letter drafted regarding accrual of sick leave and the use of said sick leave prior to age sixty-five for the Deputy Sheriff's Non-supervisory members. Discussion with Risk Management regarding the County's Grievance Ordinance and the interpretation of the requirements under said ordinance.
- **EXECUTIVE COMMITTEE:** Draft the additional agenda language needed for the labor agreements to discuss said agreements with the Executive Committee in closed session.



Prepare for the closed sessions regarding the unions for Executive Committee Meeting and attend said meeting. Amend the Museum Board Ordinance and the Library Board Ordinance to reflect that each Board shall contain a County Board Supervisor on said respective Boards which supervisor shall also serve co-terminus on the Education and Recreation Committee.

HEALTH DEPARTMENT: Read documents which include two articles sent from the Health Department regarding Wind Turbines and the reporting by Professor Terry at the Special Board of Health Meeting. Prepare for the Board Meeting regarding the Shirley Farm Wind Turbines. Attend the Board of Health Meeting and advise the Board in Closed Session. Discussion with Chua Xiong regarding the Board meeting and procedures. Discussion with a friend of Barb VandenBoogart as to the Shirley Wind Turbines and proceeding to litigation on the matter. Discussion as to the process moving forward and the procedures under the state statutes with Chua Xiong after a telephone call with a friend of Barb VandenBoogart regarding the Wind Turbines. Discussion with Board of Health Chair Audrey Murphy regarding the Board meeting. Preparation for the Board Meeting and the update to the Board on the Wind Turbine issues. Attend meeting of Board of Health. Discussion with Chua Xiong regarding the board appointments and procedures. Discussion with Chua Xiong and Rob Gollman of the Health Department regarding coal piles and the issues presented by Supervisor Hoyer, as well as the authority of the EPA and DNR on these matters.

HUMAN RESOURCES: Discussion with Human Resource Director on the County's Grievance Procedure and how to obtain Independent Hearing Officers. Meeting with Deputy Corporation Counsel, Kristen Hooker, and Human Resource Director, Warren Kraft, as to any conflict of interest and due process issues that may arise in the Grievance Procedure and how to correct said problems. Discussion with Human Resources regarding the Neogov system and the presentation of applications as presented by the County Clerk. Meeting with Human Resource Director, Warren Kraft, regarding the handling of Unemployment Hearings for the County. Meeting with Kristen Hooker and Warren Kraft as to the Unemployment Hearings and the most efficient way to handle the matters.

HUMAN SERVICES: Review the resolution regarding change in table of organization for the Human Services Department (Social Services Aide I). Review narrative regarding a client of Human Services and an injury by a worker as to a worker's compensation claim and procedures. Respond to questions from Human Services as to the worker's compensation claim. Discussion with department as to closed session language and the procedure and requirements under the state law. Review the Resolution in support of retaining and expanding Wisconsin's current Long Term Care System of Family Care, IRIS, Partnership, and Aging and Disability Resource Centers.

INFORMATION SERVICES DEPARTMENT: Discussion with the Technology Services department for two days trying to correct popups problem on the computer as a result of the mandated password change. Discussion with Risk Manager, Barb West, regarding a fiber optic agreement with the school districts and how the fiber optic agreement for Ashwaubenon School District relates to the WisNet contract with the Ashwaubenon School District.



- LABOR: Discussion with Todd VanDenHuevel regarding a payout of sick leave under the Deputy Sheriff Non-supervisory contract. Review the old contract and the current contract language. Attend meeting to discuss the payout of sick leave under the contracts. Review a labor case from the Court of Appeals out of Manitowoc County determining the rights to bargain for deputy sheriffs. Work on a response to Attorney Cermele as to the tentative agreements for the Deputy Sheriff Non-supervisory contract and send said response. Review the proposal from Attorney Cermele regarding the 2015-2016 Deputy Sheriff's Non-supervisory Labor Agreement. Review and make notes for the Executive Meeting on the Deputy Sheriff's Non-Supervisory contract. Review and comment on the proposed preliminary Final Offer for the Deputy Sheriff's Non-Supervisory contract.
- **LAND CONSERVATION:** Review the resolution regarding change in table of organization for the Land and Water Conservation Department (Agronomist Technician).
- **MEDICAL EXAMINER:** Research and respond to an email regarding the disposition of property of a deceased individual with no heirs and the procedure going forward.
- MUSEUM: Discussion with Risk Management regarding the indemnification language entered into the advertising agreement with Green Bay Metro. Discussion regarding the leasing out of the Neville Museum parking lot to the Chamber. Review documents sent from Neville Museum regarding advertising as sponsor for the Downtown Green Bay, Inc. & Olde Main Street, Inc. events, and discuss said documents with Risk Management.
- open records request received from the American Civil Liberties Union. Search for records to comply with the American Civil Liberties Union request. Draft a letter response to Mr. Alwin Baeten regarding his open records request whereby he is stating he did not get records, however, the records he claims he didn't receive were never requested, and further directing him to the department that is able to help him understand the records he did receive. Discussion with Nancy Fennema regarding an open records request and the release of information to the Sheriff's Department. Review the draft letter and calculations submitted by the Sheriff's Department in response to the open records request of the American Civil Liberties Union. Discussion with Captain Deneys regarding the American Civil Liberties Union request and when location fees are allowed under the law. Respond to inquiry by the Medical Examiner's Office regarding an open records request for policies and procedures.
- PARKS: Discussion with Matt Kriese regarding the park trail and proposal of the State of Wisconsin in purchasing Railroad property between Packerland Drive and Duck Creek. Discussion with Matt Kriese regarding State Trails and getting items placed on the Ed and Rec Committee agenda including discussion of a resolution to go to County Board. Discussion with Matt Kriese as to what his department is looking for regarding the documents sent to me for the purchasing of the Railroad property between Packerland Drive and Duck Creek. Research on abandon properties and lack of deeds to determine title to said parcels. Meeting with Matt Kriese regarding his needs in the Department regarding the documents sent to me for the purchasing of the Railroad property between Packerland Drive and Duck Creek. Discussion with Matt Kriese regarding Recreational Immunity and the maintenance on County Park trails. Research Quiet Title of property



for meeting with Matt Kriese, and meet with him on said issue. Review the Consent to Easement Resolution as required by the Agreement with the State as Trail Manager for the State Trail.

- PLANNING: Redraft legal opinion on conflict of interest law and discuss said redraft with Attorney Bill Vande Castle as it relates to the Stadium District Board. Attend a meeting regarding the Brown County Golf Course Property. Review materials dealing with the share GeoPrime Software Agreement. Attend a meeting regarding the GeoPrime Software Agreement with the Planning Department. Meeting with members of the Planning Department to discuss state trails and acquiring said property for said trails.
- PORT AND RESOURCE RECOVERY: Review bankruptcy documents sent to Port and Resource Recovery on Ken McCoy (Harley Davidson) who filed a Chapter 13 Plan. McCoy owes money to the County regarding the Transfer Station. Draft letter for Dean Haen verifying change of name for the department for Associated Bank and explaining the duties and functions of the Harbor Commission. Prepare for a meeting with Port & Resource Recovery on the Private Solid Waste Management Contract with Advanced Disposal Services and on the issues arising in the Fox River Fiber Claim. Meeting with Dean Haen regarding the Private Solid Waste Management Contract and the need for an amendment. Discussion with Dean Haen on the Fox River Fiber Notice of Claim and the Press Release whereby the recapitalization of Fox River has been complete and will be combined with Rolland Enterprises Inc. Draft an Addendum No. 2 to the Solid Waste Management Contract with Advanced Disposal Services Solid Waste Midwest, LLC and Brown County Port and Resource Recovery.
- PUBLIC WORKS: Review the information on Slide the City event which Green Bay intends to put together this year. Review documents sent from the City of DePere regarding the maintenance agreement with the County, and a request to negotiate the terms of said agreement. Discussion with Paul Fontecchio as to negotiations on the terms of said maintenance agreements with the surrounding cities and villages. Respond to the email from the City of DePere requesting some changes to the maintenance agreement with Brown County.
- **REGISTER OF DEEDS:** Review and edit photo release sent on individuals attending LEAN events and comment on said release. Draft a general photo and audio release for LEAN events.
- RISK MANAGEMENT: Discussion with Risk Manager, Barb West, on the Green Bay Garden Blitz agreement as many terms are missing from the agreement which are vital to an agreement. Discussion with Barb West on the request for an agreement between UW-Extension and the Greater Green Bay Community Foundation. Discussion with Risk Manager regarding the revisions to the PolyStat Agreement for Human Services. Discussion with Risk Manager regarding an HIV contract with Health Department.
- SHERIFF'S DEPARTMENT: Conference with Captain Deneys regarding an open records request and when location fees are permitted. Discussion with Staff Attorney regarding information on medication distribution to the inmates at the Brown County jail. Draft response to Captain Malcomson regarding charging sales tax on various items dealing



with the inmates at the Brown County jail. Discussion with Captain Deneys regarding the deed and transfer returns on a foreclosure and how the title should be held.

SYBLE HOPP: Review and edit the Hold Harmless Waiver document for Syble Hopp school students.

TREASURER: Review documents sent regarding a County Wide Assessment as proposed in the State Budget. Research and draft memorandum on the ability of the County Treasurer to waive interest and penalties on delinquent property taxes.

LITIGATION UPDATE

BANKRUPTCY: Review the Bankruptcy documents for Chapter 13 Sent on Randy and Leslie Tenor. Track down what claims that Brown County may have against the Tenors. Call Tenors attorney, Lawrence Vesely to discuss this bankruptcy matter. File Proof of Claim on the Bankruptcy case to collect on past due taxes on the Tenor property located in Denmark.

KARI L. WATT v. BROWN COUNTY: Review the Complaint in Federal Court, the Jury Trial Demand and Waiver of Service for this matter. The Federal Complaint indicates that Ms. Watt is claiming ADA Disability discrimination. She was let go after she had exhausted her 180 days of Short Term disability and was unable to continue with her job duties after that time period. She claims to be a qualified individual with a disability and the County's failing to reasonably accommodate her is in violation of the Americans with Disability Act.

SMALL CLAIMS: Prepare for three small claims cases and attend the court hearing to obtain judgments for sanitary violations.

DEPUTY CORPORATION COUNSEL:

COUNTY TREASURER'S OFFICE (In Rem Foreclosures for 2015): Draft Notice of Motion and Motion for a Default Judgment of Foreclosure, along with the Affidavit of County Treasurer Zeller in support thereof, to be filed with the Brown County Circuit Court following expiration of the Statutory Redemption and Answering Period; Meeting with Brown County Treasurer, Paul Zeller, and Assistant Corporation Counsel, Brent Haroldson, to go over said Pleadings and discuss and issues related thereto; Revisions to the Affidavit of County Treasurer Zeller in follow up to said meeting; Filing of the aforementioned Pleadings with the Circuit Court; Follow up communication to and from the Circuit Court regarding the date for Hearing on the County's Motion for a Default Judgment of Foreclosure; Communication to and from County Treasurer Zeller in regards thereto; Subsequent communication to and from the County Treasurer's Office in anticipation of drafting and serving Subpoenas for appearance at the Hearing on County's Motion for a Default Judgment of Foreclosure.



- COUNTY TREASURER'S OFFICE (Litigation): Review of Scheduling Conference Statement sent by opposing counsel in the pending lawsuit entitled, Schmitt v. Schmitt Park Swim Club, Inc., et al, in anticipation of attending the Scheduling Conference related thereto; Attend said Scheduling Conference; Review of tax receipts sent by opposing counsel subsequent to said Scheduling Conference; Forward of tax receipts to Brown County Treasurer, Paul Zeller, for consideration thereof.
- COUNTY TREASURER'S OFFICE: Meeting with Brown County Treasurer, Paul Zeller, to discuss possible revisions to the process for selling Tax Deed Property acquired through the In Rem Foreclosure procedure and the Brown County Ordinance/Administrative Policy related thereto; Follow up research in regards to the same.
- BROWN COUNTY CLERK OF COURTS: Email communication to and from Brown County Deputy Clerk of Courts, Michele Conard, regarding a Notice of Bankruptcy received by the Clerk of Court's Office and seeking advice on said Bankruptcy's effect on her Office's ability to collect upon a pre-petition traffic citation; Research on the Bankruptcy Code's provisions regarding dischargeable debts and exceptions to the automatic stay; Follow up email communication to and from Deputy Clerk of Courts Conard seeking clarification in light of said research; Finalize research in anticipation of drafting a Memo to Deputy Clerk of Courts Conard in response to her inquiry; Draft said Memo.
- BROWN COUNTY CLERK OF COURTS: Research in response to an email from Brown County Clerk of Courts, John VanderLeest, requesting input on the use of tax return documents to collect upon unpaid Guardian Ad Litem fees; Email communication to Clerk of Courts Vander Leest seeking copies of both the current GAL Waiver Form and the newly proposed GAL Waiver Form for purposes of better understanding what was being asked of Corporation Counsel's Office in regards thereto; Review of said Forms upon receipt thereof; Communication to and from Commissioner Phoebe Mix regarding certain language that was added to the newly proposed GAL Forms; Communication with other Corporation Counsel Attorneys in regards to the same; Follow up research on the issue of Wage Assignment as it relates to the collection of GAL Fees, as well as the Due Process rights and enforcement issues that attach thereto; Numerous emails to and from Clerk of Courts Vander Leest in regards to my findings and legal concerns as a result thereof; Attention to email from Clerk of Courts Vander Leest regarding membership in a possible GAL Committee; Email communications to and from various Assistant Corporation Counsel Attorneys in regards to the same; Forward of said information and email communications to Corporation Counsel, Juliana Ruenzel, for further consideration.
- BROWN COUNTY CLERK OF COURTS (Open Records Requests): Review of ACLU Open Records Request sent to Brown County Clerk of Courts, John Vander Leest, as well as Clerk of Courts Vander Leests' input in response thereto; Review of documentation sent by Clerk of Courts Vander Leest in response to said Open Records Request; Follow up communication to and from Clerk of Courts Vander Leest inquiring into completeness of said documentation; Review of additional documentation sent by Clerk of Courts Vander Leest in response to said communication; Draft of letter to ACLU enclosing documentation responsive to its Open Records Request; Review of Open Records

Request sent to Clerk of Courts Vander Leest seeking bail records; Email communication to and from Clerk of Courts Vander Leest regarding said Request and seeking the documentation related thereto; Attention to letter sent by Clerk of Courts Vander Leest denying said Request.

EMPLOYMENT MATTERS (Human Services/Human Resources Department): Attention to email communication from Human Resources Manager, Warren Kraft, regarding the appointment of an Independent Hearing Officer ("IHO") for certain Grievances pending before Brown County. Attention to recent communications from Attorney Thomas J. Parins regarding the status of the pending Grievance filed by former Human Services employee, Lynn Milliren; Attention to correspondence from the appointed IHO informing the parties of the Independent Hearing date on Ms. Milliren's Grievance and the deadlines related thereto; Review of the Milliren file in preparation of drafting the County's disclosure of Witnesses and Exhibits to be submitted at the upcoming Hearing; Draft of said disclosure; Communication to the IHO and Attorney Parins in regards thereto; Email communication to the County's proposed witnesses notifying them of the upcoming Independent Hearing and providing further details relating to their participation therein; Attention to voicemail from representative of Grievant, Bonnie Defnet, regarding a possible settlement proposal; Communication to and from Human Services Manager, Warren Kraft, in response thereto.

INTEROFFICE MATTERS: Attend meeting with Westlaw Representative in anticipation of current contract's expiration; Attend meeting with LEXIS Representative to assess what it has to offer in light of the upcoming Westlaw Contract's expiration.

LIBRARY (Litigation): Communication to and from Outagamie Corporation Counsel, Joe Guidote, requesting that he accept Service of Brown County's Summons and Complaint to collect against Outagamie County on the outstanding Library Services Invoices owed Brown County under the then-governing law; Draft of Summons and Complaint regarding the same; Filing of said Summons and Complaint; Per Attorney Guidote's response to the aforementioned request, draft of Admission of Service to accompany the Summons and Complaint being sent to Attorney Guidote following said filing of the same; Send documents to Attorney Guidote with a cover letter of explanation; Filing of Admission of Service upon receipt of an executed copy from Attorney Guidote; Communication to and from the Brown County Library Board and Interim Director regarding the filing of said lawsuit and what to expect as a result thereof. [For the Month of February Attention to the Answer and Counterclaim against Brown County that was filed by Outagamie County in the pending collection action; Teleconference with Attorney Timothy Nixon regarding said Counterclaim; Email communication to and from various members of the Brown County Library Board regarding said Answer and Counterclaim; Review of Agenda for upcoming Brown County Library Board in anticipation of attending the same to discuss said litigation; Communication to and from Interim Brown County Library Director, Sue Lagerman, Brown County Library Board President, Kathy Pletcher, and Attorney Nixon regarding missing language on said Agenda necessary for the Library Board to discuss the pending litigation in closed session: Email communication to Interim Director Lagerman, Library Board President Pletcher and Attorney Nixon with the necessary language to allow the Library Board to

discuss the pending litigation in closed session during its March meeting. [For the Month of March] Draft Answer to Counterclaim filed by Outagamie County in response to Brown County's Complaint against it for collection of outstanding Library Services Invoices; Communication to and from various members of the Brown County Library Board regarding the same; Review of Agenda in anticipation of upcoming meeting to ensure proper closed session language was included thereon; Communication to and from Interim Director, Sue Lagerman, regarding said Agenda and the process for going into closed session; Review of pleadings in anticipation of attending the Brown County Library Board Meeting; Attend said Meeting to discuss the pending litigation and future strategy.

LIBRARY: Attention to email from Brown County Library Director, Brian Simons, regarding the retroactive billing of Shawano County for library services; Email communication to Library Director Simons in response thereto.

LITIGATION (GetMOR): Communication to the Brown County Board of Supervisor's Office requesting the inclusion of a Closed Session on the upcoming Administration Committee's Meeting Agenda for purposes of discussing the pending GetMOR litigation; Provide said Office with the appropriate Agenda language for purposes of the same; Prepare for upcoming Scheduling Conference set by the Court to calendar certain dates pertinent to the GetMOR litigation; Attend said Scheduling Conference; Assess pros and cons of litigating before a jury, as opposed to a judge, following GetMOR's decision not to exercise its right to a jury during the aforementioned Scheduling Conference; Draft letter to the Court notifying it of the County's decision to also forego said jury trial; Attend Administration Committee Meeting to give an update on the GetMOR litigation in closed session. [For the Month of December]:

Prepare for going into closed session at the December meeting of the Brown County Board of Supervisors to provide an update on the GetMOR litigation; Attend said meeting for purposes of the same. [For the Month of January] Communication to and from Attorney Randall Gast, counsel for GetMOR, regarding extending the deadline for naming additional parties to the pending litigation; Draft of a Proposed Stipulation and letter to the Court as a result of said communications. [For Month of February] Research and gather relevant case law on the issue of an insurer's duty to defend and indemnify claims based in equity, specifically, Promissory Estoppel, in anticipation of drafting a letter to Brown County's Insurer, WMMIC, demanding coverage in the pending litigation on behalf of Brown County as a result thereof; Review of the WMMIC policy in place at the time of the events giving rise to said claim for purposes of the same; Communication to and from GetMOR attorney, Randall Gast, regarding the status of said litigation, as well as GetMOR's preliminary settlement proposal.

HUMAN RESOURCES (Contract Review): Email communication to and from Brown County Risk Manager, Barbara West, regarding the proposed TASC/Gensis Contract for services relating to Brown County's Health Reimbursement Arrangement; Follow up communication to and from Todd VandenHeuval regarding the same.

- HUMAN RESOURCES: Attention to information sent from Human Resources regarding an upcoming Unemployment Hearing on the issue of misconduct; Teleconference with Todd VandenHeuval regarding the events leading up to the termination and subsequent unemployment benefits' denial at issue; Follow up communication to and from Human Resources Manager, Warren Kraft, regarding the handling of the pending, as well as future, Unemployment Hearings; Meeting with Human Resource Manager Kraft to discuss said issue, as well as the most efficient manner in which to handle future Employment Grievances so as to avoid having to hire/retain outside counsel.
- PARKS AND RECREATION (Contract Review): Communication to and from Brown County Parks Director, Matt Kriese, regarding a Proposed Prescribed Burn Site Contract; Review of and revision to said Proposed Prescribed Burn Site Contract; Communication to and from Parks Director Kriese regarding a proposed Vendor Contract for the sale of Trail Passes related to Brown County's State Trails; Review of and revision to Vendor Contract.
- PORT & RESOURCE RECOVERY (Contract Review): Review of and revision to Household Hazardous Waste Memorandum of Understanding between Brown County and Calumet County; Review of and revision to Household Hazardous Waste Memorandum of Understanding between Brown County and Outagamie County.
- PORT & RESOURCE RECOVERY: Multiple Teleconferences to and from Brown County Board Supervisor, Bernie Erickson, to discuss a possible alternative easement for accessing Renard Island that may satisfy the prerequisites for the closing of the Causeway related thereto; Follow up meeting with Supervisor Erickson to discuss the same and go over the documentation related thereto; Research in anticipation of drafting an Easement for Access, a Memorandum of Understanding Related to said Easement for Access and a proposed Resolution for Approval of said Easement for Access/Memorandum of Understanding Related thereto; Drafting of said documents in advance of Supervisor Erickson's meeting in regards to the same; Several teleconferences with Supervisor Erickson following his receipt and review of said documentation.
- PUBLIC SAFETY (Contract Review): Following the approval by the Brown County Board of Supervisors to enter into a Modification to Tower and Ground Lease Agreement ("Modification") between Brown County Public Safety Communications Department and Airadigm Communications for purposes of authorizing an early termination thereof, finalize the documentation related thereto in preparation of ratifying the same; Communication to and from John Lampkin and Public Safety Communications Director, Cullen Peltier, regarding said ratification and the subsequent tower decommissioning process; Draft the Memorandum of Lease Modification to be filed with the Register of Deeds for purposes of recording the early leasehold termination agreed pursuant to said Modification; Communication to and from John Lampkin and Public Safety Communications Director Peltier regarding said Memorandum; Several email communication to and from John Lampkin regarding miscellaneous issues following ratification of all documents and the lease termination that resulted therefrom.



PUBLIC SAFETY: In follow up to my communication with 911 Dispatch Supervisor, Renee Ruitz, regarding the possible assignment of leasehold rights following the Lessor's transfer of the property related thereto that Brown County utilizes for the placement of its Cellular Tower as Lessee thereof, research on the law governing the assignment of land leases following a gifting of the property related thereto; In light of said research, drafting of an Assignment of Lease with accompanying Approval of Lessee, Brown County Public Safety Communications Department and Modification to the Lease Agreement related thereto; Communication to and from Dispatch Supervisor Ruitz and John Lampkin regarding the same.

PUBLIC SAFETY: Email communication from Brown County Public Safety Communications Director, Cullen Peltier, seeking guidance following expiration of AT&T's Lease Option under its Contract with Brown County for use of certain of its cellular tower space; Review of said Contract in anticipation of responding to Public Safety Communications Director Peltier; Email communication to Mr. Peltier responding to said issue.

PUBLIC SAFETY: Following previous teleconference with Green Bay City Attorney, Patrick Leigel, to discuss the same, communication to and from Public Safety Communication Director, Cullen Peltier, and Renee Ruitz directing them to release the information requested in an Open Records Request that was the subject of a Motion for Protective Order filed by the City of Green Bay to prevent said disclosure, the Motion of which was ultimately denied; Subsequent teleconference with City Attorney Leigel in regards to the same; Email communication to City Attorney Leigel with information subject to disclosure included therein; Subsequent communications to and from City Attorney Leigel inquiring into the possible serving of Subpoenas on the individuals disclosed during the County's response to the Open Records Request.

GUARDIANSHIPS/PROTECTIVE PLACEMENTS:

Register in Probate Office:

- -Pre-trials / new Guardianship or Protective Placement cases (Ch. 54/55): 5
- -Pre-trials / Annual Reviews of Protective Placements (WATTs hearings / Ch. 55): 6
- -Temporary Guardianship hearings (Ch. 54): 2
- -Scheduling Conferences for contested cases (Ch. 54/55): 7
- -Pre-trials / Extension of Civil Mental Health Commitments (Ch. 51): 15

Judicial Hearings / Court Commissioners:

- -Brown County Probable Cause Hearings for Civil Mental Health Commitments (Ch. 51): 8
- -Brown County Settlement Agreements (Ch. 51): 12
- -Door, Oconto and Marinette Settlement Agreements (Ch. 51): 2
- -Emergency Protective Placement Hearings: (Ch. 54/55): 3
- -Return to a More Restrictive Facility Placement Hearing (Ch. 51): 1



-Probable Cause Hearing at St. Vincent Hospital (Ch. 51): 1

Judicial Hearings / Judge Zakowski and Judge Atkinson:

- -Status Conferences on Guardianship cases (Ch. 54/55): 3
- -Brown County Probable Cause Hearings for Civil Mental Health Commitments (Ch. 51): 7
- -Brown County Settlement Agreements (Ch. 51): 8
- -Door, Oconto and Marinette Settlement Agreements (Ch. 51): 1
- -Final Civil Mental Health hearings (Ch. 51): 8
- -Civil Mental Health Extension Hearings (Ch. 51): 11
- -Civil Mental Health Extension Hearing stipulations (Ch. 51): 6
- -Probable Cause Hearing at St. Vincent Hospital (Ch. 51): 1
- -Annual Protective Placement Review hearings (Ch. 55): 6
- -Guardianship hearings (Ch. 54): 7
- -Protective Placement hearings (Ch. 55): 5
- -Conservatorship Petition (Ch. 55): 1

Other Work:

- -Preparation and review for all hearings, read expert reports, social worker reports, prepare oral arguments, arrange witness testimony
- Phone calls and e-mails with calls with public defenders and other attorneys
- -Phone calls and e-mails with medical doctors, psychiatrists, or psychologists
- -Case review with Brown County in-patient social workers and doctors at Nicolet on discharges without court (Ch. 51)
- -In person meetings with social workers
- -Phone calls with social workers and other employees
- -Phone calls with witnesses and public
- -Read and respond to e-mails regarding cases, witnesses or other legal analysis
- -Adult Protective Services case meetings
- Quarterly Emergency Detention meeting with representatives from local hospitals, police departments, sheriff's office, and Brown County representatives regarding ongoing emergency detention procedure in Brown County
- -HIPAA research/analysis/procedures: on-going / meetings and drafting policy/ review of breaches, consultations with privacy officers and risk manager, review of Business Associate Agreements to be in compliance with current policies, analysis of current breaches and necessity to report
- -Meetings with office attorneys about on-going cases
- -Attend morning reports at Community Treatment Center Nicolet Hospital for court updates
- -Planning Detoxification meeting with Green Bay Community Police Officers, hospital emergency room staff, and community partnerships at Green Bay Police Department
- -Adult Protective Service staffing with caseworkers about investigations
- -Staffing with Community Treatment Center Out-patient and In-patient about coordination of cases
- -Review of Family Care confidentiality releases
- -Review of caselaw and procedures for admissions and hearings at local emergency



rooms, arrange meeting with Brown County, Crisis Center and local hospitals regarding procedures

- -Monitoring and review of litigation between Green Bay and Oneida Tribe regarding land into trust and determination as to Brown County's participation
- -On-going response to Oneida's request for land into trust
- -Intake for calls on questions regarding three party petitions and discussion with family members about options of how or if to proceed, referrals to appropriate supports for family
- -Communications including e-mail and phone calls with Family Services Crisis Center, Brown County Sheriff and City of Green Bay Police about capacity issues at Nicolet Psychiatric Hospital and coordination of admissions to Bellin Psychiatric Center or Winnebago Mental Health center
- -Meeting with Westlaw and Lexis representative regarding best system for legal research -Attend Human Service Committee Meeting for information regarding the proposed new psychiatric hospital in Green Bay by Strategic Behavioral Health
- -Meeting with County Executive, Community Treatment Supervisors and County Board members regarding Strategic Behavioral Health's proposal and the possible effects on Brown County

CHILDREN IN NEED OF PROTECTIVE SERVICES (CHIPS):

CHIPS

1:45 Emergency Hearing with Court Commissioner: 20

Pretrial Conferences: 6

Plea/Disposition Hearings: 26

Status Hearings: 6

Extension/Permanency Plan Review Hearings: 4

Contested Motion Hearing: 4

Petitions Filed: 21

Appointment with Social Worker: 15

Discovery Requests filled: 15 Calls from Social Workers: 447

Calls with the Court: 81

Calls with outside Attorneys: 39

Calls with Witnesses: 1 Guardianship Hearings: 1

HIPAA

HIPAA Meeting: 1

Business Associate Agreement (Contract) Review

CHIPS (other):

Child in Need of Protection or Services Fact Finding Trial Prep Child Protective Services Supervisors Meeting: 1



Child Advocacy Center Advisory Board Meeting: 1 Monthly Child Advocacy Center Case Review Meeting: 1

Trainings

Indian Child Welfare Act Training: 1 Presentations by Lexis or Westlaw: 2 Drug Task Force Training: 1 HIPAA Webinar on Records Sharing: 1

CASA/Court

Court Appointed Special Advocates Training (after hours) CASA Meeting: 1

Mental Health/APS

Second Chair Adult Guardianship Jury Trial

TERMINATION OF PARENTAL RIGHTS (TPR):

Petitions Filed 4

Letters to Counsel 5

Calls w/ Defense Counsel/Guardian ad Litem: 10

Calls to/from Human Services 10

Calls to/from Clerk's office 3

Meetings with Social Workers: 5 Email to/from Human Services: 26

Email to/from Defense Counsel/Guardian ad Litem 6

Hearings: 3

Discovery Requests Sent: 1
Discovery Requests Filled: 2

Orders Prepared 2

Guardianship (Ch. 48)

Hearings: 3

Orders Prepared:

Orders to Transport Prepared 6

Calls to/from Social Workers 6

Call to/from Clerk of Court 6

Call to/from Guardian ad litem 1

Meet w/ Social Workers

Emails to/from Brown County Human Services 14

Petitions Filed:

Emails to Attorneys/Guardian ad Litem 2



Guardianship (Ch. 54)

Scheduling Conferences 2 Contested Hearing 1

Mental Health (Ch. 51)

Pre Trials 5

Other Tasks:

Phone conference with adoptive family to discuss converting open Termination of Parental Rights action to Juvenile Guardianship Action

Meet with Deputy Corporation Counsel Kristen Hooker and Paul Zeller regarding In Rem proceedings

Attend Indian Child Welfare Act Webinar

Prepare trial exhibits/witness list/witness testimony/motions in limine/jury instructions for upcoming Termination of Parental Rights trial

Review/supplement discovery responses to defense counsel

Attend Brown County Drug Task Force drug training

Prepare Notice of Motion and Motion for Separate Trials and Affidavit in support of the same



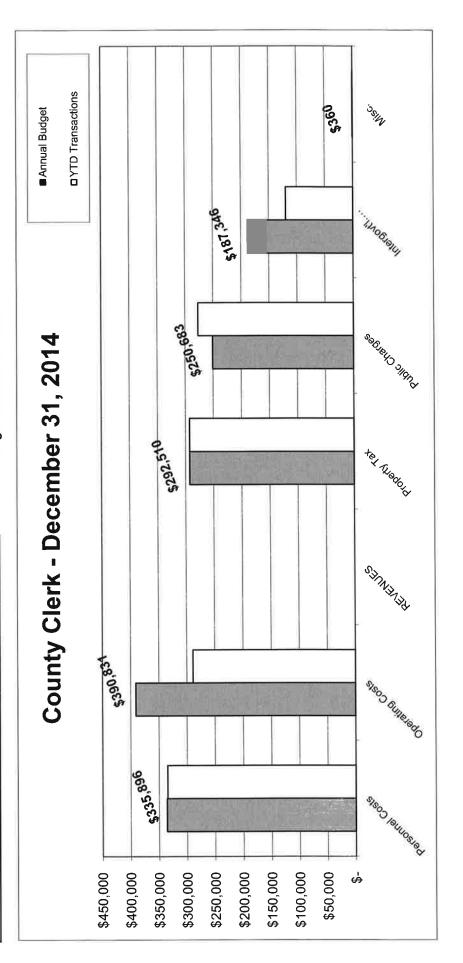
Report
Status
Budget
Clerk I
County
Brown

- CONT.	,		
December 31, 2014	Annual	YTD	% QTY
EXPENDITURES	Budget	Transactions	Budget
Personnel Costs	\$ 335,896	\$ 334,830	100%
Operating Costs	\$ 390,831	\$ 288,933	74%
REVENUES			
Property Tax	\$ 292,510	\$ 292,510	100%
Public Charges	\$ 250,683	\$ 276,834	110%
Intergovt'I. Charge for Serv.	\$ 187,346	\$ 119,443	64%
Misc.	8 360	\$ 304	84%

HIGHLIGHTS - January-November Percent of Fiscal Year (100%)
Reduction in revenue and operating expense are a direct result of change in handling of legal notices due to the implementation of newspaper inserts.

Expenditures: All Expenditures are at or below budget targets.

Revenues: Revenues are consistent with the 2014 Budget. Public Charges are high due to high Passport Sales. Intergovernmental charges are low because of reduced chargeback fees for legal notices. In addition, \$20,000 reduction in election maintenance expenses and \$20,000 reduction in Intergovernmental revenue offset each other.



County Clerk
Date Range 01/01/14 - 12/31/14
Exclude Rollup Account

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Account	Account Description	Budget	Amendments	Budget	Transactions	Fncumbrances	Transactions		n useu/ Rec'd
Fund 100 - GI	li.								
REVENUE									
Departme	Department 019 - County Clerk								
Property taxes	taxes								
4100	General property taxes	292,510.00	00.	292,510.00	24,375.76	00.	292,510.00	00.	100
	Property taxes Totals	\$292,510.00	00 ° 0\$	\$292,510.00	\$24,375.76	\$0.00	\$292,510.00	\$0.00	100%
	Intergov Revenue								
4700	Intergovt charges	187,346.00	00.	187,346.00	31,034.60	00.	119,442.99	67,903.01	45
	Intergov Revenue Totals	\$187,346.00	\$0.00	\$187,346.00	\$31,034.60	\$0.00	\$119,442.99	\$67,903.01	64%
Public Charges	narges								
4400.194	Permits Work permit	2,925.00	00*	2,925.00	85.00	00	3,192.50	(267.50)	109
4400,195	Permits Alarm permits	21,875.00	00*	21,875.00	(15,575.00)	00	23,725.00	(1,850.00)	108
4401.192	Licenses Marriage License	112,650.00	00*	112,650.00	7,045.00	00	120,680.00	(8,030.00)	107
4401.194	Licenses Dog	4,500.00	00*	4,500.00	4,379.00	00*	8,758.00	(4,258.00)	195
4600,190	Charges and fees Passport	107,643.00	00	107,643.00	13,450.62	00	118,741,52	(11,098.52)	110
4601,012	Sales Copy machine use	425.00	00	425.00	00.	00	1,166.25	(741.25)	274
4601.196	Sales Directory	200.00	00*	500,00	00.	00	400.97	99.03	80
4609	Miscellaneous public charges	165.00	00	165.00	110.00	00	170.00	(2:00)	103
	Public Charges Totals	\$250,683.00	\$0.00	\$250,683.00	\$9,494.62	\$0.00	\$276,834.24	(\$26,151,24)	110%
Miscellan	Miscellaneous Revenue								
4900	Sr	360.00	00*	360.00	15.00	00*	304.00	26.00	84
	Miscellaneous Revenue Totals	\$360.00	\$0.00	\$360.00	\$15.00	\$0.00	\$304.00	\$56.00	84%
	Department 019 - County Clerk Totals	\$730,899.00	\$0,00	\$730,899.00	\$64,919.98	\$0.00	\$689,091.23	\$41,807.77	%46
	REVENUE TOTALS	\$730,899.00	\$0.00	\$730,899.00	\$64,919.98	\$0.00	\$689,091.23	\$41,807.77	94%
EXPENSE									
Departme	Department 019 - County Clerk								
Personnel Costs	:/ Costs								;
5100	Regular earnings	248,392.00	00**	248,392.00	20,810.00	00'	231,058.84	17,333.16	93
5102.100	Paid leave earnings Paid Leave	00.	00*	00.	2,251.66	00.	8,660.78	(8,660.78)	+ + +
5102.200	Paid leave earnings Personal	00.	00	00.	681.89	00:	2,467.60	(2,467.60)	+ + +
5102.300	Paid leave earnings Casual	00'	00*	00.	2,900.38	00.	3,284.44	(3,284.44)	+ + +
5102,500	Paid leave earnings Holiday	00:	00*	00.	2,787.54	00.	5,415.10	(5,415.10)	++++
5102.600	Paid leave earnings Other (funeral, jury duty, etc)	00.	00*	00.	00.	00.	196.12	(196.12)	+ + +
5103,000	Premium Overtime	4,027.00	00*	4,027.00	54.04	00.	2,300.40	1,726.60	22
5110.100	Fringe benefits FICA	18,552,00	00*	18,552.00	2,177.71	00.	18,779.15	(227.15)	101
5110,110	Fringe benefits Unemployment compensation	947.00	00*	947,00	106.57	00.	912.05	34.95	96
5110.200	Fringe benefits Health insurance	39,808.00	00*	39,808.00	3,346.56	00'	37,121.92	2,686.08	93
5110,210	Fringe benefits Dental Insurance	3,256.00	00*	3,256.00	271.28	00.	2,997.44	258.56	95
5110.220	Fringe benefits Life Insurance	205.00	00*	205.00	20.66	00.	544.48	(339.48)	566
5110,230	Fringe benefits LT disability insurance	615.00	00	615.00	75.94	00.	911.28	(296.28)	148
5110.235	Fringe benefits Disability insurance	1,711.00	00*	1,711.00	142.58	00°	1,710.96	40.	100

County Clerk
Date Range 01/01/14 - 12/31/14
Exclude Rollup Account

lished									
		Adopted	Budget	Amended	Current Manth	ATP	AT.	Budget - YTD	% nsed/
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 100 - GF	35								
EXPENSE									
Departm	Department 019 - County Clerk								
Personnel Costs	el Costs								
5110,240	Fringe benefits Workers compensation insurance	272,00	00*	272.00	22.66	00*	271.92	80*	100
5110,300	Fringe benefits Retirement	18,111.00	00	18,111.00	2,111,78	00	18,197,09	(86.09)	100
	Personnel Costs Totals	\$335,896.00	\$0.00	\$335,896.00	\$37,791.25	\$0.00	\$334,829.57	\$1,066.43	100%
Operatir	Operating Expenses								
5300,001	Supplies Office	12,050.00	13,428.00	25,478,00	258.78	00.	22,666.77	2,811.23	89
5300.004	Supplies Postage	8,875.00	00.	8,875.00	1,446.66	00°	9,282.89	(407.89)	105
5304	Printing	7,600.00	00.	7,600.00	00.	00°	350.61	7,249.39	2
5304,100	Printing Forms	38,900.00	00.	38,900.00	00.	00"	34,512.03	4,387.97	68
5305	Dues and memberships	100.00	00.	100.00	00.	00.	145.00	(45.00)	145
5306.100	Maintenance agreement Software	13,944.00	00.	13,944.00	1,058.40	00"	12,700.80	1,243.20	91
5307,100	Repairs and maintenance Equipment	21,142.00	(13,428.00)	7,714.00	00.	00.	00.	7,714.00	0
5310	Advertising and public notice	117,344.00	00.	117,344.00	5,069.99	00.	31,116.05	86,227.95	27
5330	Books, periodicals, subscription	963.00	00.	963.00	329.85	00.	866.81	96.19	06
5340	Travel and training	4,525.00	00.	4,525.00	00.	00.	2,690.61	1,834.39	29
5370	Support Services	5,355.00	00.	5,355.00	00.	00.	5,355.00	00.	100
5410.400	Insurance Bond	88.00	00.	88.00	00.	00.	81.25	6.75	95
2600	Indirect cost	77,261.00	00.	77,261.00	6,438.38	00.	77,261.00	00'	100
5601,100	Intra-county expense Technology services	35,366.00	00.	35,366.00	3,176.00	00.	30,724.97	4,641.03	87
5601,200	Intra-county expense Insurance	1,751.00	00.	1,751.00	145.92	00.	1,751.04	(.04)	100
5601.400	Intra-county expense Copy center	14,500.00	00.	14,500.00	405.00	00.	26,321.62	(11,821.62)	182
5601.450	Intra-county expense Departmental copiers	767.00	00.	767.00	63.88	00.	267,00	00.	100
9003	Transfer out	30,300.00	00.	30,300.00	4,565.00	00.	32,340.00	(2,040.00)	107
	Operating Expenses Totals	\$390,831.00	\$0.00	\$390,831.00	\$22,957.86	00.0\$	\$288,933.45	\$101,897.55	74%
	Department 019 - County Clerk Totals	\$726,727.00	\$0.00	\$726,727.00	\$60,749.11	\$0.00	\$623,763.02	\$102,963.98	%98
	EXPENSE TOTALS	\$726,727.00	00*0\$	\$726,727.00	\$60,749.11	\$0.00	\$623,763.02	\$102,963.98	%98
	Fund 100 - GF Totals								
	REVENUE TOTALS	730,899.00	00*	730,899.00	64,919.98	00.	689,091.23	41,807.77	2
	EXPENSE TOTALS	726,727.00	00	726,727.00	60,749.11	00.	623,763.02	102,963.98	98
	Fund 100 - GF Totals	\$4,172.00	\$0.00	\$4,172.00	\$4,170.87	\$0.00	\$65,328.21	(\$61,156.21)	
Fund 802 - Dog License REVENUE									
Public Charges	harges	21 126 00	S	31 126 00	(4 379 00)	6	89 282 90	4 738 37	00 L
4401	Licenses	21,120,00	00.	31,120,00	(00.976.74)	00.0	476 307 69	44 738 33	850%
	runic criatives totals	\$31,126,00	00.04	\$31,120,00	(00.5 (5,74)	00.04	00.700,024	70.00 // t	200
	REVENUE TOTALS	\$31,126.00	\$0.00	\$31,126.00	(\$4,379.00)	\$0.00	\$26,387.68	\$4,738.32	85%

County Clerk
Date Range 01/01/14 - 12/31/14
Exclude Rollup Account

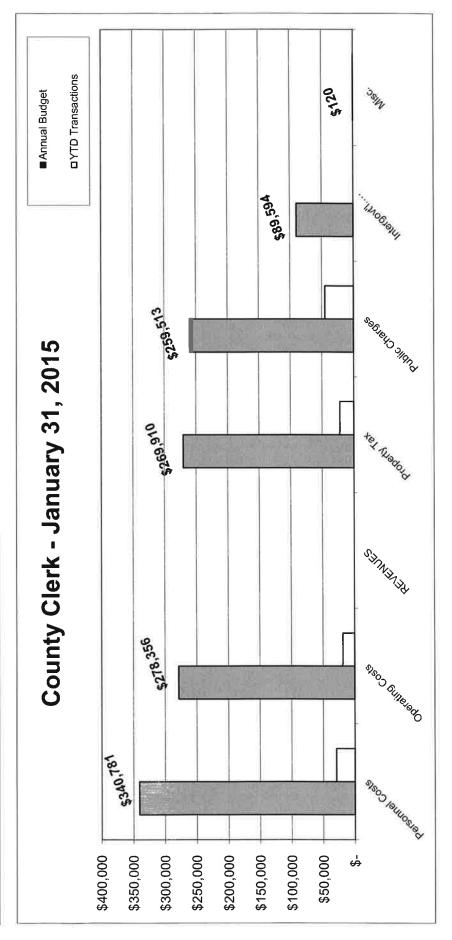
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		Adopted	Budget	Amended	Current Month	YTD	YTD	Budget - YTD % used/	/pasn %
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 802 - Dog License	Dog License								ĺ
EXPENSE									
Operatir.	Operating Expenses								
5300	Supplies	600.00	00.	600.00	00.	00.	668.64	(68.64)	111
5300,004	Supplies Postage	100.00	00.	100.00	00.	00.	19.53	80.47	20
5310	Advertising and public notice	4,026.00	00.	4,026.00	00.	00.	915.26	3,110.74	23
5330	Books, periodicals, subscription	00.	00.	00.	4,750.00	00.	4,947.62	(4,947.62)	+++
5885	Payments to districts	26,400.00	00.	26,400.00	24,215.65	00.	24,215.65	2,184.35	92
	Operating Expenses Totals	\$31,126.00	\$0.00	\$31,126.00	\$28,965.65	\$0.00	\$30,766.70	\$359.30	%66
	EXPENSE TOTALS	\$31,126.00	\$0.00	\$31,126.00	\$28,965.65	\$0.00	\$30,766.70	\$359.30	%66
	Fund 802 - Dog License Totals								
	REVENUE TOTALS	31,126.00	00.	31,126.00	(4,379.00)	00*	26,387.68	4,738.32	82
	EXPENSE TOTALS	31,126.00	00.	31,126.00	28,965.65	00*	30,766.70	359.30	66
	Fund 802 - Dog License Totals	\$0.00	\$0.00	\$0.00	(\$33,344.65)	\$0.00	(\$4,379.02)	\$4,379.02	
	Grand Totals								
	REVENUE TOTALS	762,025.00	00,	762,025.00	60,540.98	00.	715,478.91	46,546.09	8
	EXPENSE TOTALS	757,853.00	00"	757,853.00	89,714.76	00*	654,529.72	103,323.28	98
	Grand Totals	\$4,172.00	\$0.00	\$4,172.00	(\$29,173.78)	\$0.00	\$60,949.19	(\$56,777.19)	

Brown County Clerk Budget Status Report

January 31, 2015	Annual	YTD	YTD %
EXPENDITURES	Budget	Transactions	Budget
Personnel Costs	\$ 340,781	\$ 29,386	%6
Operating Costs	\$ 278,356	\$ 19,143	7%
REVENUES			
Property Tax	\$ 269,910	\$ 22,492	%8
Public Charges	\$ 259,513	\$ 45,042	17%
Intergovt'I. Charge for Serv.	\$ 89,594	- \$	%0
Misc.	\$ 120	\$ 30	72%

HIGHLIGHTS - January- Percent of Fiscal Year (8%) Revenues are high due to passport sales and election data sold.

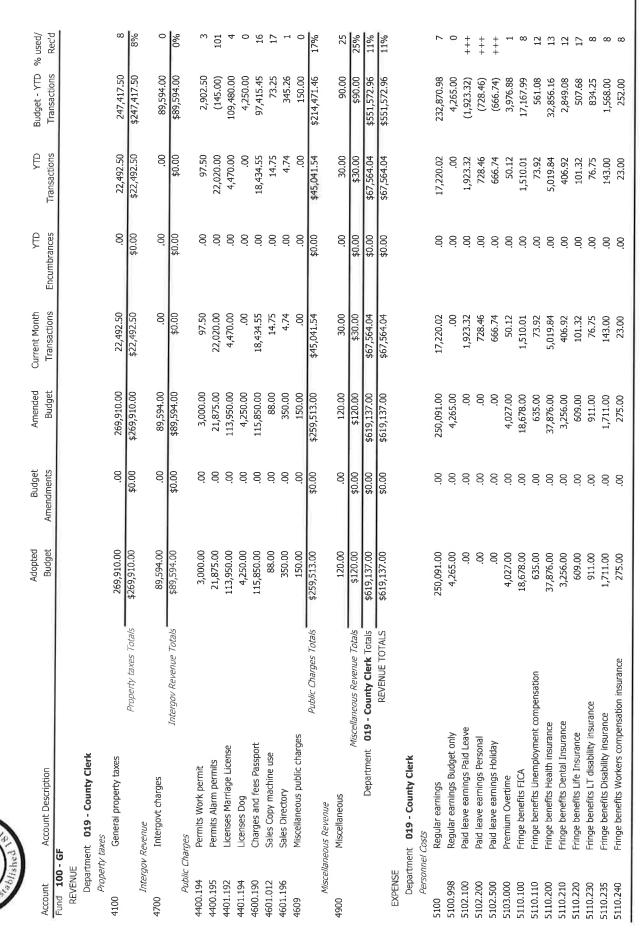
Expenditures: All Expenditures are at budget targets.





County Clerk

Date Range 01/01/15 - 01/31/15 **Exclude Rollup Account**





County Clerk
Date Range 01/01/15 - 01/31/15
Exclude Rollup Account

	Adopted	Budget	Amended	Current Month	EL.	Ę	Budget - YTD % used/	/pasn %
unt Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions Rec'd	Rec'd

)		Adopted	Budget	Amended	Current Month	QTY	T	Budget - YTD 9	% nsed/
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 100 - GF EXPENSE	95								b
Departme	Department 019 - County Clerk								
Personnel Costs	y Costs								
5110.300	Fringe benefits Retirement	18,229.00	00*	18,229.00	1,442.64	00	1,442.64	16,786.36	_∞
5198	Fringe benefits - Budget only	218.00	00**	218.00	00*	00	00*	218.00	0
	Personnel Costs Totals	\$340,781.00	\$0.00	\$340,781.00	\$29,386.06	\$0.00	\$29,386.06	\$311,394.94	%6
Operatin	Operating Expenses								
5300.001	Supplies Office	8,100.00	00.	8,100.00	2,912.39	00.	2,912.39	5,187.61	36
5300.003	Supplies Technology	3,740.00	00.	3,740.00	00.	00.	00	3,740.00	0
5300.004	Supplies Postage	8,700.00	00.	8,700.00	650.18	00.	650.18	8,049.82	7
5304	Printing	6,000.00	00.	6,000.00	00.	00.	00*	6,000.00	0
5304.100	Printing Forms	37,250.00	00.	37,250.00	00.	00.	00	37,250.00	0
5305	Dues and memberships	350.00	00.	350.00	100.00	00.	100.00	250.00	59
5306.100	Maintenance agreement Software	15,398,00	00.	15,398.00	00.	00.	00.	15,398.00	0
5307.100	Repairs and maintenance Equipment	21,462.00	00.	21,462.00	00.	00:	00.	21,462.00	0
5310	Advertising and public notice	22,996.00	00.	22,996.00	242.88	00.	242.88	22,753.12	
5330	Books, periodicals, subscription	902.00	00.	902.00	22.00	00.	22.00	880.00	7
5340	Travel and training	4,000.00	00.	4,000.00	320.00	00.	320.00	3,680.00	∞
5370	Support Services	5,355.00	00.	5,355.00	00.	00.	00.	5,355.00	0
5410.400	Insurance Bond	88.00	00.	88.00	00:	00.	00.	88.00	0
2600	Indirect cost	54,958.00	00.	54,958.00	4,580.00	00.	4,580.00	50,378.00	80
5601.100	Intra-county expense Technology services	33,821.00	00.	33,821.00	5,214.56	00.	5,214.56	28,606.44	15
5601.200	Intra-county expense Insurance	1,679.00	00.	1,679.00	140.00	00.	140.00	1,539.00	œ
5601.400	Intra-county expense Copy center	17,500.00	00.	17,500.00	2,314.73	00.	2,314.73	15,185.27	13
5601.450	Intra-county expense Departmental copiers	767.00	00.	767.00	63.92	00.	63.92	703.08	œ
5601.550	Intra-county expense Document center	590.00	00.	290.00	24.02	00.	24.02	565.98	4
5708	Professional services	4,000.00	00.	4,000.00	00.	00.	00:	4,000.00	0
9003	Transfer out	30,700.00	00.	30,700.00	2,558.00	00.	2,558.00	28,142.00	∞
	Operating Expenses Totals	\$278,356.00	\$0.00	\$278,356.00	\$19,142.68	\$0.00	\$19,142.68	\$259,213.32	7%
	Department 019 - County Clerk Totals	\$619,137.00	\$0.00	\$619,137.00	\$48,528.74	\$0.00	\$48,528.74	\$570,608.26	%8
	EXPENSE TOTALS	\$619,137.00	\$0.00	\$619,137.00	\$48,528.74	\$0.00	\$48,528.74	\$570,608.26	%8
	Fund 100 - GF Totals								
	REVENUE TOTALS	619,137.00	00:	619,137.00	67,564.04	00.	67,564.04	551,572.96	11
	EXPENSE TOTALS	619,137.00	00.	619,137.00	48,528.74	00	48,528.74	570,608.26	×
	Fund 100 - GF Totals	\$0.00	\$0.00	\$0.00	\$19,035.30	\$0.00	\$19,035.30	(\$19,035.30)	
Fund 802 - Dog License	og License								
Dublio Charoon									
4401	Licenses	28,420.00	00.	28,420.00	00	00	00.	28,420.00	0



County Clerk
Date Range 01/01/15 - 01/31/15
Exclude Rollup Account

lished	lea l									
			Adopted	Budget	Amended	Current Month	A.	YTD	Budget - YTD % used/	/pasn %
Account	Account Description		Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 802 - Dog License	Dog License									
REVENUE										
		Public Charges Totals	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
		REVENUE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
EXPENSE										
Operatir.	Operating Expenses									
5300	Supplies		900.00	00.	900.00	00	00	00*	900.00	0
5300.004	Supplies Postage		100.00	00.	100.00	00*	00*	00"	100.00	0
5310	Advertising and public notice		2,100.00	00.	2,100.00	202,00	00*	202.00	1,898.00	10
5330	Books, periodicals, subscription		4,800.00	00.	4,800.00	00:	00*	00	4,800.00	0
5885	Payments to districts		20,520.00	00.	20,520.00	00.	00*	00	20,520.00	0
	Oper	Operating Expenses Totals	\$28,420.00	\$0.00	\$28,420.00	\$202.00	\$0.00	\$202.00	\$28,218.00	1%
		EXPENSE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$202.00	\$0.00	\$202.00	\$28,218.00	1%
	Fund 802	Fund 802 - Dog License Totals								
		REVENUE TOTALS	28,420.00	00.	28,420.00	00*	00*	00*	28,420.00	0
		EXPENSE TOTALS	28,420.00	00*	28,420.00	202.00	00*	202.00	28,218.00	
	Fund 802	Fund 802 - Dog License Totals	\$0.00	\$0.00	\$0.00	(\$202.00)	\$0.00	(\$202.00)	\$202.00	
		Grand Totals								
		REVENUE TOTALS	647,557.00	00.	647,557.00	67,564.04	00*	67,564.04	579,992.96	10
		EXPENSE TOTALS	647,557.00	00*	647,557.00	48,730.74	00*	48,730.74	598,826.26	00
		Grand Totals	\$0.00	\$0.00	\$0.00	\$18,833.30	\$0.00	\$18,833.30	(\$18,833.30)	

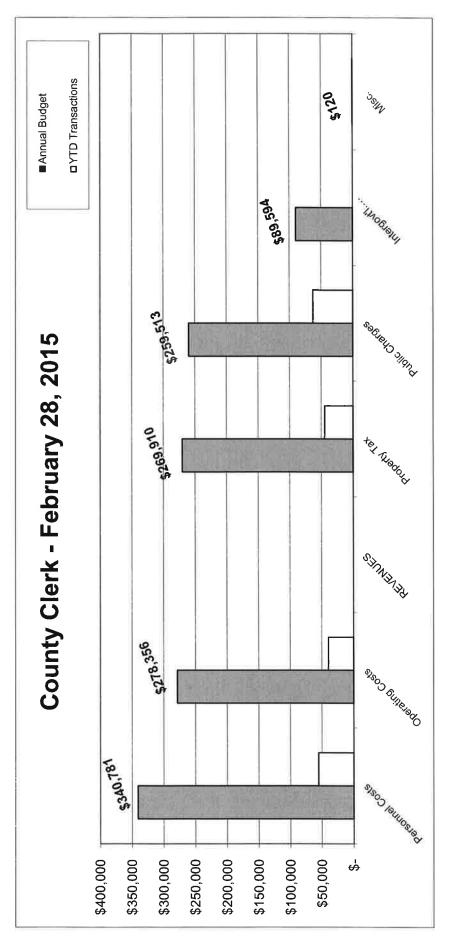


Brown County Clerk Budget Status Report

February 28, 2015	Annual	YTD	YTD %
EXPENDITURES	Budget	Transactions	Budget
Personnel Costs	\$ 340,781	\$ 55,490	16%
Operating Costs	\$ 278,356	\$ 39,749	14%
REVENUES			
Property Tax	\$ 269,910	\$ 44,985	17%
Public Charges	\$ 259,513	\$ 62,713	24%
Intergovt'I, Charge for Serv.	\$ 89,594	- \$	%0
Misc.	\$ 120	09 \$	20%

HIGHLIGHTS - January- February Percent of Fiscal Year (16%) Revenues are high due to passport sales and election data sold.

Expenditures: All Expenditures are at budget targets.





County Clerk
Date Range 01/01/15 - 02/28/15
Exclude Rollup Account

Account Description			27622	מומומנים	Current Month	מוז	2	paget - 11D % nsed/	/o nacn o/
		Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Department 019 - County Clerk									
			Š		400	S	00 10	00 700	ţ
General property taxes	Property taxes Totals	\$269,910.00	00:0\$	\$269.910.00	\$22.492.50	\$0.00	\$44.985.00	\$224,925.00	17%
			-			-			
Intergovt charges		89,594.00	00.	89,594.00	00	00.	00.	89,594.00	0
	Intergov Revenue Totals	\$89,594.00	\$0.00	\$89,594.00	\$0.00	\$0.00	\$0.00	\$89,594.00	%0
			;		1	ć	6	0000	
Permits Work permit		3,000.00	99.	3,000.00	95.00	00.	192.50	05./08/2	0 0
Permits Alarm permits		21,875.00	00.	21,875.00	330.00	00.	22,350.00	(475.00)	102
Licenses Marriage License		113,950.00	00:	113,950.00	5,220.00	00:	00'069'6	104,260.00	σ
Licenses Dog		4,250.00	0.	4,250.00	90.	00.	00.	4,250.00	0
Charges and fees Passport		115,850.00	00.	115,850.00	12,021.93	00:	30,456.48	85,393.52	56
Sales Copy machine use		88.00	00.	88.00	00:	00.	14.75	73.25	17
Sales Directory		350.00	00.	350.00	4.74	00.	9.48	340.52	3
Miscellaneous public charges		150.00	00.	150.00	00.	00.	00.	150.00	0
	Public Charges Totals	\$259,513.00	\$0.00	\$259,513.00	\$17,671.67	\$0.00	\$62,713.21	\$196,799.79	24%
Miscellaneous Revenue								;	;
Miscellaneous	ļ	120.00	00.	120.00	30.00	00:	60.00	90.09	20
Misce	Miscellaneous Revenue Totals	\$120.00	\$0.00	\$120.00	\$30.00	\$0.00	\$60.00	\$60.00	20%
Department 019	Department 019 - County Clerk Totals	\$619,137.00	\$0.00	\$619,137.00	\$40,194.17	\$0.00	\$107,758.21	\$511,378.79	17%
	REVENUE TOTALS	\$619,137.00	\$0.00	\$619,137.00	\$40,194.17	\$0.00	\$107,758.21	\$511,378.79	17%
Department 019 - County Clerk									
Regular earnings		250,091.00	8.	250,091.00	18,891.35	00.	36,111.37	213,979.63	14
Regular earnings Budget only		4,265.00	00.	4,265.00	8.	00.	00.	4,265.00	0
Paid leave earnings Paid Leave	41	00:	00.	00:	10.34	00.	1,933.66	(1,933.66)	+ + +
Paid leave earnings Personal		00.	00.	00.	150.22	00:	878.68	(878.68)	+ + +
Paid leave earnings Holiday		00.	00.	00°	00.	00.	666.74	(666.74)	+ + +
Premium Overtime		4,027.00	0.	4,027.00	286.26	00.	336.38	3,690.62	8
Fringe benefits FICA		18,678.00	00.	18,678.00	1,422.51	00.	2,932.52	15,745.48	16
Fringe benefits Unemployment compensation	compensation	635.00	00:	635.00	69.70	00.	143.62	491.38	23
Fringe benefits Health insurance	ce Ce	37,876.00	00:	37,876.00	3,346.56	00.	8,366.40	29,509.60	22
Fringe benefits Dental Insurance	ey	3,256.00	00.	3,256.00	271.28	00:	678.20	2,577.80	21
Fringe benefits Life Insurance		00.609	00.	00.609	20.66	00.	151.98	457.02	25
Fringe benefits LT disability insurance	surance	911.00	00.	911.00	76.75	00.	153.50	757.50	17
Fringe benefits Disability insurance	ance	1,711.00	00.	1,711.00	143.00	00.	286.00	1,425.00	17





County Clerk
Date Range 01/01/15 - 02/28/15
Exclude Rollup Account

"blished	o a lib								
		Adopted	Budget	Amended	Current Month	ATA	£	Budget - YTD	% nsed/
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
FYDENCE	GF.								
LAFLINGL									
Departn	Department 019 - County Clerk								
Personn	Personnel Costs								
5110.300	Fringe benefits Retirement	18,229.00	00.	18,229.00	1,362.78	00.	2,805.42	15.423.58	15
5198	Fringe benefits - Budget only	218.00	00.	218.00	00	00.	00	218.00	0
	Personnel Costs Totals	\$340,781.00	\$0.00	\$340,781.00	\$26,104.41	\$0.00	\$55,490.47	\$285,290,53	16%
Operatii	Operating Expenses								
5300.001	Supplies Office	8,100.00	00.	8,100.00	855.63	00:	3.768.02	4.331.98	47
5300.003	Supplies Technology	3,740.00	00.	3,740.00	00.	00:	00	3.740.00	
5300.004	Supplies Postage	8,700.00	00.	8,700.00	1,415.77	00:	2,065.95	6,634.05	24
5304	Printing	6,000.00	00'	6,000.00	00.	00:	00.	6,000.00	0
5304.100	Printing Forms	37,250.00	00.	37,250.00	00.	00:	00.	37,250.00	0
5305	Dues and memberships	350.00	00.	350.00	00.	00.	100.00	250,00	59
5306.100	Maintenance agreement Software	15,398.00	00.	15,398.00	2,116.80	00.	2,116.80	13,281.20	14
5307.100	Repairs and maintenance Equipment	21,462.00	00.	21,462.00	00.	00.	00.	21,462.00	0
5310	Advertising and public notice	22,996.00	00.	22,996.00	5,330.84	00:	5,573.72	17,422.28	24
5330	Books, periodicals, subscription	902.00	00.	902.00	00.	00:	22.00	880.00	2
5340	Travel and training	4,000.00	00.	4,000.00	392.41	00:	712.41	3,287.59	18
5370	Support Services	5,355.00	00:	5,355.00	00.	00:	00.	5,355.00	0
5410.400	Insurance Bond	88.00	00.	88.00	81.25	00.	81.25	6.75	92
2600	Indirect cost	54,958.00	00:	54,958.00	4,580.00	00.	9,160.00	45,798.00	17
5601.100	Intra-county expense Technology services	33,821.00	00:	33,821.00	1,978.20	00.	7,192.76	26,628.24	21
5601.200	Intra-county expense Insurance	1,679.00	00.	1,679.00	140.00	00.	280.00	1,399.00	17
5601.400	Intra-county expense Copy center	17,500.00	00.	17,500.00	1,032.29	00.	3,347.02	14,152.98	19
5601.450	Intra-county expense Departmental copiers	767.00	00.	767.00	63.92	00.	127.84	639,16	17
5601.550	Intra-county expense Document center	290.00	00.	290.00	61.48	00.	85.50	504.50	14
5708	Professional services	4,000.00	00.	4,000.00	00°	00.	90.	4,000.00	0
8003	Transfer out	30,700.00	00.	30,700.00	2,558.00	00.	5,116.00	25,584.00	17
	Operating Expenses Totals	\$278,356.00	\$0.00	\$278,356.00	\$20,606.59	\$0.00	\$39,749.27	\$238,606.73	14%
	Department 019 - County Clerk Totals	\$619,137.00	\$0.00	\$619,137.00	\$46,711.00	\$0.00	\$95,239.74	\$523,897.26	15%
	EXPENSE TOTALS	\$619,137.00	\$0.00	\$619,137.00	\$46,711.00	\$0.00	\$95,239.74	\$523,897.26	15%
	Fund 100 - GF Totals								
	REVENUE TOTALS	619,137.00	00.	619,137.00	40,194.17	00:	107,758.21	511,378.79	17
	EXPENSE TOTALS	619,137.00	00.	619,137.00	46,711.00	00.	95,239.74	523,897.26	15
	Fund 100 - GF Totals	\$0.00	\$0.00	\$0.00	(\$6,516.83)	\$0.00	\$12,518.47	(\$12,518.47)	Î
Fund 802 - Dog License REVENLIF	og License								
Public Charges	SHUPS								
4401	September	28 420 00	6	00 000	8	8	G	000	(
4	בוגרווסכס	00.02F,02	00	70,420,00	00	90.	90.	28,420.00	0





County Clerk
Date Range 01/01/15 - 02/28/15
Exclude Rollup Account

offished .	1									
			Adopted	Budget	Amended	Current Month	Ę	YTD	Budget - YTD % used/	/pasn %
Account	Account Description		Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 802 - Dog License	Dog License									
REVENUE										
		Public Charges Totals	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
		REVENUE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
EXPENSE								-		
Operatin	Operating Expenses									
5300	Supplies		900.00	00.	900.00	00.	00.	00*	900.00	0
5300.004	Supplies Postage		100.00	00.	100.00	00.	00.	00	100.00	0
5310	Advertising and public notice		2,100.00	00.	2,100.00	300.36	00:	502,36	1,597.64	24
5330	Books, periodicals, subscription		4,800.00	00:	4,800.00	0.	00.	00°	4,800.00	0
5885	Payments to districts		20,520.00	00.	20,520.00	00.	00.	00.	20,520.00	0
	Ope	Operating Expenses Totals	\$28,420.00	\$0.00	\$28,420.00	\$300.36	\$0.00	\$502.36	\$27,917.64	7%
		EXPENSE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$300.36	\$0.00	\$502.36	\$27,917.64	2%
	Fund 802	Fund 802 - Dog License Totals								
		REVENUE TOTALS	28,420.00	00.	28,420.00	00*	00	00.	28,420.00	0
		EXPENSE TOTALS	28,420.00	00.	28,420.00	300,36	00	502.36	27,917.64	2
	Fund 80 2	Fund 802 - Dog License Totals	\$0.00	\$0.00	\$0.00	(\$300.36)	\$0.00	(\$502.36)	\$502.36	
		Grand Totals								
		REVENUE TOTALS	647,557.00	00:	647,557.00	40,194.17	00.	107,758.21	539,798.79	17
		EXPENSE TOTALS	647,557.00	00.	647,557.00	47,011.36	00:	95,742.10	551,814.90	15
		Grand Totals	\$0.00	\$0.00	\$0.00	(\$6,817.19)	\$0.00	\$12,016.11	(\$12,016.11)	

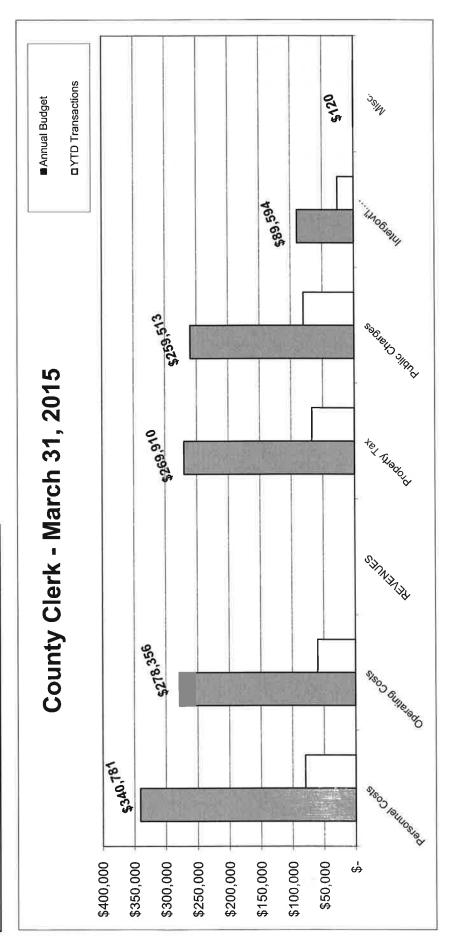


Brown County Clerk Budget Status Report

March 31, 2015	Annual		YTD %
EXPENDITURES	Budget	Transactions	Budget
Personnel Costs	\$ 340,781	\$ 79,815	23%
Operating Costs	\$ 278,356	\$ 59,954	22%
REVENUES			
Property Tax	\$ 269,910	\$ 67,478	25%
Public Charges	\$ 259,513	\$ 79,772	31%
Intergout'l. Charge for Serv.	\$ 89,594	\$ 25,887	79%
Misc.	\$ 120	02 \$	28%

HIGHLIGHTS - January- March Percent of Fiscal Year (25%) Revenues are high due to passport sales and election chargebacks.

Expenditures: All Expenditures are at budget targets.





County Clerk
Date Range 01/01/15 - 03/31/15
Exclude Rollup Account

Wished		1	4	To Pace V	daga tagan	Ę	Ę	Rudget - YTD	/pesii %
Account	Account Description	Adopted	Amendments	Budget	Transactions	Encumbrances	Transactions		Rec'd
Fund 100 - GF REVENUE	1								
Departme	Department 019 - County Clerk								
Property taxes 4100 Gen	<i>taxes</i> General property taxes	269,910.00	00'	269,910.00	22,492.50	00.	67,477.50	202,432.50	25
2	Property taxes Totals	\$269,910.00	\$0.00	\$269,910.00	\$22,492.50	\$0.00	\$67,477.50	\$202,432.50	25%
Intergov Revenue 4700 Intergo	Revenue Interaovt charaes	89,594.00	00.	89,594.00	25,887.11	00*	25,887.11	63,706.89	29
	Intergov Revenue Totals	\$89,594.00	\$0.00	\$89,594.00	\$25,887.11	\$0.00	\$25,887.11	\$63,706.89	29%
Public Charges	arges Darmite Work narmit	3.000.00	00:	3,000.00	265.00	00:	457.50	2,542.50	15
4400.194	Permits Work permit	21,875.00	0.	21,875.00	330.00	00.	22,680.00	(805.00)	104
4401.192	Licenses Marriage License	113,950.00	00:	113,950.00	5,855.00	00.	15,545.00	98,405.00	14
4401.194	Licenses Dog	4,250.00	00.	4,250.00	00:	00.	0	4,250.00	0
4600,190	Charges and fees Passport	115,850.00	00:	115,850.00	10,394.25	00.	40,850.73	74,999.27	32
4601.012	Sales Copy machine use	88.00	00.	88.00	215.00	0	229.75	(141.75)	261
4601.196	Sales Directory	350.00	00.	350,00	00.	00:	9.48	340.52	m
4609	Miscellaneous public charges	150.00	00.	150.00	00:	00.	00.	150.00	0
	Public Charges Totals	\$259,513.00	\$0.00	\$259,513.00	\$17,059.25	\$0.00	\$79,772.46	\$179,740.54	31%
	Miscellaneous Revenue	00 000	S	120 00	10.00	00	70.00	50.00	28
4900	Miscellaneous		00.0	\$120.00 \$120.00	\$10.00	\$0.00	\$70.00	\$50.00	28%
	Miscellarieous Keveriue Totals	461	\$0.00	¢619 137 00	\$65,448.86	\$0.00	\$173,207.07	\$445,929.93	28%
	Department OLY - County Cierk Lotals — PEYFNLIF TOTALS	1	\$0.00	\$619,137.00	\$65,448.86	\$0.00	\$173,207.07	\$445,929.93	28%
EXPENSE									
Departme	Denartment 019 - County Clerk								
Personnel Costs	/ Costs								;
5100	Regular earnings	250,091.00	00.	250,091.00	17,897.18	00.	54,008.55	196,082.45	77
5100.998	Regular earnings Budget only	4,265.00	00:	4,265.00	00.	00.	00.	4,265.00	o .
5102.100	Paid leave earnings Paid Leave	00.	00:	00.	155.08	00.	2,088.74	(2,088.74)	+ + +
5102.200	Paid leave earnings Personal	00.	00.	00.	(253.29)	00.	625.39	(625.39)	+ + +
5102.300	Paid leave earnings Casual	00.	00.	00.	206,77	0	206.77	(206.77)	+ + +
5102.500	Paid leave earnings Holiday	00:	00.	00.	00*	00.	666.74	(666.74)	+ + +
5103.000	Premium Overtime	4,027.00	00.	4,027.00	00*	00:	336.38	3,690.62	œ
5110,100	Fringe benefits FICA	18,678.00	00.	18,678.00	1,326.88	0	4,259.40	14,418.60	23
5110.110	Fringe benefits Unemployment compensation	635.00	00.	635.00	65.02	0.	208.64	426.36	33
5110.200	Fringe benefits Health insurance	37,876.00	00.	37,876.00	3,118.04	00.	11,484.44	26,391.56	유 :
5110.210	Fringe benefits Dental Insurance	3,256.00	00.	3,256.00	253.49	00.	931.69	2,324.31	59
5110.220	Fringe benefits Life Insurance	00.609	00.	00.609	20.66	00.	202.64	406.36	33
5110.230	Fringe benefits LT disability insurance	911.00	00.	911.00	76.75	00:	230.25	680.75	25
5110.235	Fringe benefits Disability insurance	1,711.00	00.	1,711.00	143.00	00.	429.00	1,282.00	25



County Clerk Date Range 01/01/15 - 03/31/15 Exclude Roliup Account



Wolished				,	:	ļ	į		
		Adopted	Budget	Amended	Current Month	AID	ΔIY:		% nsed/
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	lransactions	Kec.d
Fund 100 - GF	u_								
EXPENSE									
Departme	Department 019 - County Clerk								
Personnel Costs	I Costs				5	;	9	0	Ĺ
5110.240	Fringe benefits Workers compensation insurance	275.00	00*	275.00	23.00	00	00.69	206.00	52
5110.300	Fringe benefits Retirement	18,229.00	00*	18,229.00	1,262.34	00	4,067.76	14,161.24	22
5198	Fringe benefits - Budget only	218.00	00*	218,00	00'	00"	00:	218.00	0
	Personnel Costs Totals	\$340,781.00	\$0.00	\$340,781.00	\$24,324.92	\$0.00	\$79,815.39	\$260,965.61	23%
Operating	Operating Expenses		;		i i	ć	0	1 220 40	7
5300,001	Supplies Office	8,100.00	00:	8,100.00	3.58	00:	0,777	0F.02C,F	È '
5300.003	Supplies Technology	3,740.00	00:	3,740.00	8.	00'	00	3,740.00	0
5300.004	Supplies Postage	8,700.00	00.	8,700.00	35.81	00.	2,101.76	6,598.24	24
5304	Printing	6,000.00	00:	6,000.00	00.	00:	00.	6,000.00	0
5304.100	Printing Forms	37,250.00	00:	37,250.00	00.	00.	00.	37,250.00	0
5305	Dues and memberships	350.00	00.	350,00	00.	00.	100.00	250.00	53
5306.100	Maintenance agreement Software	15,398.00	00.	15,398.00	1,058.40	00:	3,175.20	12,222.80	21
5307.100	Repairs and maintenance Equipment	21,462.00	00.	21,462.00	00.	00.	00.	21,462.00	0
5310	Advertising and public notice	22,996.00	00.	22,996.00	1,332.52	00.	6,906.24	16,089.76	30
5330	Books, periodicals, subscription	902.00	00.	902.00	00.	00.	22.00	880.00	2
5340	Travel and training	4,000.00	00:	4,000.00	357.53	00:	1,069.94	2,930.06	27
5370	Support Services	5,355.00	00.	5,355.00	00.	00.	00.	5,355.00	0
5410 400	Insurance Bond	88.00	00.	88.00	00.	00:	81.25	6.75	95
5600	Indirect cost	54,958.00	00.	54,958.00	4,580.00	00.	13,740.00	41,218.00	25
5601.100	Intra-county expense Technology services	33,821.00	00.	33,821.00	2,669.50	00.	9,862.26	23,958.74	53
5601.200	Intra-county expense Insurance	1,679.00	8.	1,679.00	140.00	00.	420.00	1,259.00	25
5601.400	Intra-county expense Copy center	17,500.00	00:	17,500.00	7,399.11	00:	10,746.13	6,753.87	61
5601.450	Intra-county expense Departmental copiers	767.00	00:	767.00	63.92	00:	191.76	575.24	22
5601.550	Intra-county expense Document center	290.00	00.	290.00	00.9	00.	91.50	498.50	16
5708	Professional services	4,000.00	00.	4,000.00	00.	00.	00.	4,000.00	0
9003	Transfer out	30,700.00	00:	30,700.00	2,558.00	00.	7,674.00	23,026.00	25
	Operating Expenses Totals	\$278,356.00	\$0.00	\$278,356.00	\$20,204.37	\$0.00	\$59,953.64	\$218,402.36	22%
	Department 019 - County Clerk Totals	\$619,137.00	\$0.00	\$619,137.00	\$44,529.29	\$0.00	\$139,769.03	\$479,367.97	23%
		\$619,137.00	\$0.00	\$619,137.00	\$44,529.29	\$0.00	\$139,769.03	\$479,367.97	23%
	Fund 100 - GF Totals								
	REVENUE TOTALS	619,137.00	00.	619,137.00	65,448.86	00	173,207.07	445,929.93	78
	EXPENSE TOTALS	619,137.00	00.	619,137.00	44,529.29	00	139,769.03	479,367.97	23
	Fund 100 - GF Totals	\$0.00	\$0.00	\$0.00	\$20,919.57	\$0.00	\$33,438.04	(\$33,438.04)	



County Clerk
Date Range 01/01/15 - 03/31/15
Exclude Rollup Account

	1									
			Adopted	Budget	Amended	Current Month	Ę	Ę	Budget - YTD % used/	/pasn %
Account	Account Description		Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 802 - Dog License	Nog License									
REVENUE										
Public Charges	harges									
4401	Licenses		28,420.00	00.	28,420.00	00.	00.	00.	28,420.00	0
	1	Public Charges Totals	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
		REVENUE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$0.00	\$0.00	\$0.00	\$28,420.00	%0
EXPENSE										
Operatin	Operating Expenses									
5300	Supplies		900.00	00*	900.00	00.	00.	00*	900.00	0
5300,004	Supplies Postage		100.00	00	100.00	00.	00.	00	100.00	0
5310	Advertising and public notice		2,100.00	00*	2,100.00	90.00	00.	592,36	1,507.64	28
5330	Books, periodicals, subscription		4,800.00	00,	4,800.00	00:	00.	00,	4,800.00	0
5885	Payments to districts		20,520.00	00*	20,520.00	00.	8.	00,	20,520.00	0
	Operal	Operating Expenses Totals	\$28,420.00	\$0.00	\$28,420.00	\$90.00	\$0.00	\$592.36	\$27,827.64	7%
		EXPENSE TOTALS	\$28,420.00	\$0.00	\$28,420.00	\$90.00	\$0.00	\$592.36	\$27,827.64	2%
	Fund 802 -	802 - Dog License Totals								
		REVENUE TOTALS	28,420.00	00*	28,420.00	00*	00*	00,	28,420.00	0
		EXPENSE TOTALS	28,420.00	00*	28,420.00	00.06	00*	592.36	27,827.64	2
	Fund 802 -	802 - Dog License Totals	\$0.00	\$0.00	\$0.00	(00:06\$)	\$0.00	(\$592.36)	\$592.36	
		Grand Totals								
		REVENUE TOTALS	647,557.00	00.	647,557.00	65,448.86	00.	173,207.07	474,349.93	27
		EXPENSE TOTALS	647,557.00	00'	647,557.00	44,619.29	00.	140,361.39	507,195.61	22
		Grand Totals	\$0.00	\$0.00	\$0.00	\$20,829.57	\$0.00	\$32,845.68	(\$32,845.68)	



51,082 122,031 38,038 31,940 65,511 253,980 92,396 1,435,000 \$ 1,556,556 914,487 2,462,500 \$ 2,536,553 Actual 687,372 \$ 44,474 \$ 39,900 \$ 100,085 \$ 937,500 134,157 90,000 102,087 266,669 Budget Z Z 1,435,000 \$ 2,462,500 \$ 937,500 \$ 687,372 \$ 44,474 39,900 100,085 90,000 266,669 102,087 134,157 Budget Annual S S မာ Operations & Maintenance Interest on Investments Miscellaneous Revenue Property Tax Revenue Budget Status Report Contracted Expenses County Treasurer Total Revenues Fringe Benefits Total Expenses Chargebacks 12/31/2014 Salaries Other

Brown County

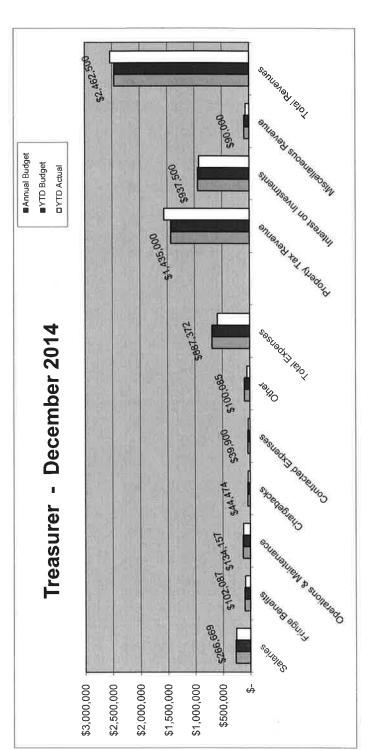


\$ 171,958 POSITIVE BUDGET VAR

1,775,128 \$ 1,775,128 \$ 1,947,086

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Net Levy Distribution



Budget Performance Report

Date Range 01/01/14 - 12/31/14

Include Rollup Account and Rollup to Account

(laber	\	betropp	Rudaet	Amended	Current Month	Ę.	ATY.	Budget - YTD	/pesn %
	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions		Rec'd
Fund 100 - GF									
REVENUE									
artmer	Department 080 - Treasurer								
Division	001 - General								
		(1,775,128.00)	00*	(1,775,128.00)	(147,927.37)	00*	(1,775,128.00)	00.	100
	Interest on taxes	975,000.00	00*	975,000.00	76,841.38	00	1,082,091.67	(107,091.67)	111
	Penalities on taxes	410,000.00	00*	410,000.00	37,983.15	00	422,347.55	(12,347.55)	103
	Penalties on special assessments	50,000.00	00,	50,000.00	6,885.93	00"	52,116.64	(2,116.64)	104
	Intergovt charges	70,000.00	00*	70,000.00	9,652.65	00*	31,603.92	38,396.08	45
	Miscellaneous	30,000.00	00*	30,000.00	174.50	00	39,688.03	(6,688.03)	132
	Interest	937,500.00	00*	937,500.00	113,515.19	00	914,486.68	23,013.32	86
	Gain or Loss on Sale - Tax Deeds	(10,000.00)	00*	(10,000.00)	(333.50)	00"	(5,781.38)	(4,218.62)	28
	Division 001 - General Totals	\$687,372.00	\$0.00	\$687,372.00	\$96,791.93	\$0.00	\$761,425.11	(\$74,053.11)	111%
	Department 080 - Treasurer Totals	\$687,372.00	\$0.00	\$687,372.00	\$96,791.93	\$0.00	\$761,425.11	(\$74,053,11)	111%
Ļ	KEVENUE TOTALS	\$60/,372.00	00:00	00:2/0/2000	00:10	2		1	
CAPCINSE	Applicant - 000 +								
Department									
Division	001 - General								
	Regular earnings					Š		1000	5
	Regular earnings	259,729.00	00*	259,729.00	29,355.08	00.	226,163.40	33,565.60	× °
	Regular earnings Budget only	4,238.00	*00	4,238.00	00.	00.	00:	4,238.00	0
	5100 - Regular earnings Totals	\$263,967.00	\$0.00	\$263,967.00	\$29,355.08	\$0.00	\$226,163.40	\$37,803.60	%98
	Paid leave earnings								
	Paid leave earnings Paid Leave	00*	00	00.	468.43	00	17,551.77	(17,551.77)	+ + +
	Paid leave earnings Personal	00*	00*	00*	677.11	00*	2,903.96	(2,903.96)	+ + +
	Paid leave earnings Casual	00*	00*	00	3,385.60	00*	3,385.60	(3,385.60)	+++
	Paid leave earnings Holiday	00*	00*	00*	2,708.44	00"	5,663.90	(5,663.90)	+++
	5102 - Paid leave earnings Totals	\$0.00	\$0.00	\$0.00	\$7,239.58	\$0.00	\$29,505.23	(\$29,505.23)	+ + +
	Premium							!	
	Premium Overtime	2,702.00	00.	2,702.00	975.65	00.	1,018.55	1,683.45	8
	5103 - Premium Totals	\$2,702.00	\$0.00	\$2,702.00	\$975.65	\$0.00	\$1,018.55	\$1,683.45	38%
	Salaries reimbursement								
	Salaries reimbursement Short term disability	00*	00*	00.	(1,910.76)	00.	(2,706.91)	2,706.91	+++
	5109 - Salaries reimbursement Totals	\$0.00	\$0.00	\$0.00	(\$1,910.76)	\$0.00	(\$2,706.91)	\$2,706.91	+++
	Fringe benefits								
	Fringe benefits FICA	19,289.00	00.	19,289.00	2,739.08	00:	18,467.76	821.24	96
	Fringe benefits Unemployment compensation	725.00	90.	725.00	134.16	00.	845.52	(120.52)	117
	Fringe benefits Health insurance	54,275.00	00.	54,275.00	3,346.56	00.	49,121.84	5,153.16	91
	Fringe benefits Dental Insurance	5,231.00	00:	5,231.00	335.76	00.	4,780.66	450.34	91
	Fringe benefits Life Insurance	441.00	00.	441.00	48.35	0.	659.62	(218.62)	150
	Frince benefits 1 T disability insurance	924 00	2	924.00	55.76	00	767.06	156.94	83
	רוווושל שלווכות ביו מוסממווונץ וווסמומוכה	20:1	3	1)	2	>	}) >

Budget Performance Report

Date Range 01/01/14 - 12/31/14

Include Rollup Account and Rollup to Account

	Adopted	Budget	Amended	Current Month	Ē	Ę	Budget - YTD	/pesn %
Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd
Fund 100 - GF EXPENSE								
Department * 080 - Treasurer								
Division 301 - General								
Fringe benefits		;			8	0000	80	100
Fringe benefits Disability insurance	1,901.00	00*	1,901.00	158.41	90: 3	1,900.92	90. 20	3 5
Fringe benefits Workers compensation insurance	286.00	8	286.00	23.83	00.	285.96	40.	001
Fringe benefits Retirement	17,785.00	00*	17,785.00	2,339.00	00.	15,566.23	2,218.77	88
5110 - Fringe benefits Totals	otals \$100,857.00	\$0.00	\$100,857.00	\$9,180.91	\$0.00	\$92,395.57	\$8,461.43	95%
Fringe benefits - Budget only	1,230.00	00.	1,230.00	8.	00.	00.	1,230.00	0
Supplies				;		0		10
Supplies	3,250.00	90.	3,250.00	90.	90.	2,106.28	1,145.72	CO
Supplies Office	7,450.00	00'	7,450.00	1,092.88	00.	7,126.39	323.61	96
Supplies Postage	47,500.00	00'	47,500.00	5,653.95	00.	37,117.70	10,382.30	/8
5300 - Supplies Totals	5	00.0\$	\$58,200.00	\$6,746.83	\$0.00	\$46,350.37	\$11,849.63	%08
Printing					ć		, , , , , , , , , , , , , , , , , , ,	f
Printing Forms	14,850.00	00.	14,850.00	00:	00	10,663.50	4,186.50	77/
5304 - Printing Totals	otals \$14,850.00	\$0.00	\$14,850.00	\$0.00	\$0.00	\$10,663.50	\$4,186.50	0/,7/
Dues and memberships	100.00	00'	100.00	00.	00*	100.00	00.	100
Maintenance agreement		;		ç	Ş	4 065 00	235 00	95
Maintenance agreement Software	4,300.00	00.	4,300.00	00.	00.	4,005.00	00.552	7010
5306 - Maintenance agreement Totals	otals \$4,300.00	\$0.00	\$4,300.00	\$0.00	\$0.00	\$4,065.00	\$235.00	200
Repairs and maintenance		;	9	i.	8	000 0	(505 91)	134
Repairs and maintenance Equipment		00	1,500.00	351.53	00	2,003.01	(303.01)	12/10/21
5307 - Repairs and maintenance Totals	₩.	\$0.00	\$1,500.00	\$351.53	\$0.00	\$2,005.81	(19.0004)	154%
Advertising and public notice	5,250.00	00.	5,250.00	00.	00.	485.16	4,764.84	ν (
Books, periodicals, subscription	131.00	00.	131.00	00.	00.	44.00	87.00	χ. 2
Travel and training	1,505.00	8	1,505.00	00.	00.	960.79	544.21	÷ ;
Miscellaneous	2,600.00	00.	2,600.00	104.62	00*	1,132.62	1,467.38	‡ {
Service fees	45,000.00	00.	45,000.00	4,512.42	00.	55,309.79	(10,309.79)	123
Insurance					6		(4)	,
Insurance Bond	721.00	00.	721.00	79.74	00	913./4	(192./4)	/2
5410 - Insurance Totals	otals \$721.00	\$0.00	\$721.00	\$79.74	\$0.00	\$913.74	(\$192.74)	127%
Intra-county expense		Č	77	ייי פרר כ	8	31 446 78	5 024 22	86
Intra-county expense Technology services	36,471.00	00.	30,471.00	07,220.10	8 8	1 00 00	200	3 5
Intra-county expense Insurance	1,906.00	00.	1,906.00	158.83	00*	1,905.90	t 6.	001
Intra-county expense Other departmental	450.00	00.	450.00	30.00	00*	00.009	(150.00)	133
Intra-county expense Highway	3,500.00	00:	3,500.00	222.62	00*	3,180.93	319.07	91
Intra-county expense Copy center	2,018.00	00:	2,018.00	592,90	00	775.45	1,242.55	38
Intra-county expense Departmental copiers	129.00	00.	129.00	10.75	00°	129.00	00.	100
stant - Total - Total	otals \$44.474.00	\$0.00	\$44,474.00	\$4,243.26	\$0.00	\$38,038.12	\$6,435.88	%98



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(74,053.11) 97,904.82 (\$171,957.93)

761,425.11 589,467.18 \$171,957.93

.00 \$0.00\$

96,791.93 83,782.67 \$13,009.26

687,372.00 687,372.00

00.00

687,372.00 687,372.00

Grand Totals
REVENUE TOTALS
EXPENSE TOTALS
Grand Totals

Budget Performance Report

Date Range 01/01/14 - 12/31/14 Include Rollup Account and Rollup to Account

		Adonted	Budget	Amended	Current Month	Ę	Ę	Rudaet - VTD % Lead/	/pasil 9
		podopu	1000		Call Cilc John	- :	1 : :	Caugaci - I	naca/
Account	Account Description	Budget	Amendments	Budget	lransactions	Encumbrances	Iransactions	Iransactions	Rec'd
Fund 100 - GF					I				
EXPENSE									
Departme	Department 080 - Treasurer								
Divisio	Division 001 - General								
5700	Contracted services	39,900.00	00.	39,900.00	2,431.98	00:	31,940.39	7,959.61	8
5810	Tax deed	34,800.00	00.	34,800.00	20,471.83	00.	39,517.34	(4,717.34)	114
5815	Tax refund								
5815.100	Tax refund Personal property	35,000.00	00	35,000.00	00.	00:	1,712.77	33,287.23	2
5815.110	Tax refund Real estate property	7,500.00	00*	7,500.00	00.	00:	368.94	7,131.06	2
	5815 - Tax refund Totals	\$42,500.00	\$0.00	\$42,500.00	\$0.00	\$0.00	\$2,081.71	\$40,418.29	2%
5835	Soil testing	00:	00.	00.	00'	00.	2,500.00	(2,500.00)	++++
5887	Payment in lieu of taxes	12,785.00	00.	12,785.00	00.	00.	00.	12,785.00	0
6110	Outlay								
6110.020	Outlay Equipment (\$5,000+)	10,000.00	00.	10,000.00	00.	00.	6,983.00	3,017.00	70
	6110 - Outlay Totals	\$10,000.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$6,983.00	\$3,017.00	%02
	Division 001 - General Totals	\$687,372.00	\$0.00	\$687,372.00	\$83,782.67	\$0.00	\$589,467.18	\$97,904.82	%98
	Department 080 - Treasurer Totals	\$687,372.00	\$0.00	\$687,372.00	\$83,782.67	\$0.00	\$589,467.18	\$97,904.82	%98
	EXPENSE TOTALS	\$687,372.00	\$0.00	\$687,372.00	\$83,782.67	\$0.00	\$589,467.18	\$97,904.82	%98
	Fund 100 - GF Totals								
	REVENUE TOTALS	687,372.00	00	687,372.00	96,791,93	00	761,425.11	(74,053.11)	111
	EXPENSE TOTALS	687,372.00	00	687,372.00	83,782.67	00°	589,467.18	97,904.82	98
	Fund 100 - GF Totals	\$0.00	\$0.00	\$0.00	\$13,009.26	\$0.00	\$171,957.93	(\$171,957.93)	

305 EAST WALNUT P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600

PAUL ZELLER

PHONE (920) 448-4074 FAX (920) 448-6341

TREASURER

March 5, 2015

Subject: Property Tax Collection for Brown County

Dear Local Bank or Credit Union Leader,

As you may be aware, Brown County offers various locations in which taxpayers can go to pay their Property Taxes each year in December/January and July. Capital Credit Union will no longer be providing this tax collection service so we are currently looking to establish new locations to allow convenient property tax payment. We would like you to consider your financial institution(s) as a collection site.

This is a great marketing tool for your financial institution! Last year, our partners collected approximately 20,000 lobby payments for the Brown County Treasurer's Office. These financial institutions used this opportunity to provide more information about their products & services to new customers and strengthen their relationship with current customers/members. The collection site name & addresses are listed on over 100,000 mailed tax bills, our Brown County Website and all press releases sent to local media outlets.

We currently work with J. Mauel & Associates, a local software provider, to process these remote payments. The software is web-based and the program does not reside on your server. Brown County will pay for the software but the financial institution is responsible for printing receipts (i.e. ink/paper/pc). A Technical Support number is available as well as on-site training. Brown County works hard to ensure satisfaction for our tax collection partners.

We will be conducting an open house software demonstration session for all interested institutions on April 2, 2015 10AM at the Northern Building, 305 E. Walnut St., Room 200. Please reply to me by March 20, 2015 if you have interest in collecting tax payments for Brown County and attending our session on April 2nd.

Please see the attached J. Mauel & Associates summary sheet for additional information. Thank you,

Sincerely,

Transport of the County Treasurer

Sincerely,

Paul Zeller

Brown County Treasurer**

129



J. MAUEL & ASSOCIATES 1ST & 2ND Half Property Tax Collection Web-Based Programs

What is it?

It is a web-based program for the collection of first and second-half tax payments that would allow financial institutions to act as collection sites.

Benefits for Financial Institutions:

- Increases walk-in traffic of potential new customers.
- Fosters working relationships between financial institutions and county government.
- Provides Greater convenience for taxpayers as they can pay their taxes at local financial institutions during normal business hours.
- Allows automatic processing of escrow payments.
- Elimination of Cashier Checks and Cash Property owners no longer need to get cashier checks or cash from the financial institution to bring/send to the county.
- Ability to provide a "receipt" for payment instead of a tax bill if the property owner's mortgage is held at the financial institution.

Advertising:

- Financial Institution name and branch locations are printed on the tax bills. Brown County produced and mailed over 103,000 tax bills in December 2014.
- Brown County will advertise in local news media indicating the financial institution branches where collections can be made.
- Brown County may send out periodic notices of tax due and also indicates to taxpayers the locations accepting payments.
- Brown County will provide payment location information on their website.

The Financial Institution Tax Collection Program is a three-step process:

- County uploads tax due information to J. Mauel & Associates website using a Username and Password.
- Financial Institutions collect funds thru the web-based program and makes deposits to the county's account.
- Financial Institutions send daily transaction updates automatically thru the website to the county to reflect payments made.

I'm interested, what's next?

We will work with the county and interested financial institutions to provide the necessary software and training to get started. We will support the system throughout the financial institution's use.

What is my investment?

Brown County will pay for the cost of the J. Mauel web-based program.

12a

CHAPTER 3 COUNTY ADMINISTRATION

3.06 PURCHASE AND SALE OF TAX DELINQUENT PROPERTY. (1) Tax Delinquent Lands; Purpose. The purpose of this section is to establish a policy for the appropriate Brown County officials to follow, particularly the County Clerk and Treasurer, in the procurement and disposal of real estate upon which the taxes have become delinquent. Chapters 74 and 75 of the Wisconsin Statutes outline general procedures to be followed relative to county purchase and sale of tax delinquent real estate. It is the intent of this section that these statutes be complied with to achieve the best interests of the taxpayers of Brown County.

(2) County May Purchase on Tax Sales. Pursuant to Wisconsin Statutes, the County Treasurer is hereby authorized and directed to bid in, and become the purchaser of, all lands sold for taxes for the amount of taxes, interest, and charges remaining unpaid thereon. In years subsequent to tax year 1988, the County Treasurer is required to issue a tax certificate to the County for all tax parcels with unpaid real property taxes, charges, and assessments.

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3(4)

- (3) Certificate of Sale. The Treasurer shall, pursuant to Section 74.46 Wisconsin Statutes (1985), issue certificates of sale to Brown County on all tax delinquent lands purchased by the county for tax years prior to 1989.
- (3a) County to Acquire Tax Deed to Tax Delinquent Lands upon Expiration of Owner's Redemption Rights. The Treasurer shall, pursuant to Section 75.12(2), Wisconsin Statutes, provide written Notice of Application for Tax Deed to owners of record of tax delinquent lands not earlier than 88 days prior to the earliest date on which Brown County, as holder of the tax certificate, is entitled to tax deed but not later than 3 years from the date on which Brown County was issued a certificate of sale by the County Treasurer for tax years prior to 1989.

Within one year from the last date of service of the Notice of Application for Tax Deed, the County Clerk shall issue a Tax Deed to such lands to Brown County, unless the lands are sooner redeemed according to law, upon the filing of the necessary affidavit or proof of service pursuant to Section 75.12, Wisconsin Statutes (1985), and such tax deed shall be issued to Brown County in the form set forth in Section 75.16, Wisconsin Statutes, or an equivalent form.

- (4) Election to Proceed under Subsection 75.521 Wisconsin Statutes in Relation to the Enforcement of Collection of Tax Liens. From and after October 1, 1977, the Brown County Board of Supervisors elects to adopt the provisions of Section 75.521 Wisconsin Statutes for the purpose of enforcing tax liens in such county in the cases where the procedure provided by such section is applicable.
- (5) Sale of Tax Delinquent Real Estate. (a) Supervising authority of the purchase and sale of tax delinquent real estate is hereby vested in the County Board Executive Committee. Pursuant to Sections 75.69 and 75.35(2), Wisconsin Statutes, the Executive Committee shall insure that no tax delinquent real estate acquired by Brown County shall be sold unless the sale and appraised value of such real estate has first been advertised by publication of a Class 3 notice under Chapter 985 Wisconsin Statutes, which requires three insertions in the appropriate publication. The County Board may accept the bid most advantageous to the county, but every bid less than the appraised value of the property shall be rejected.
- (b) The County Board or County Treasurer is hereby authorized to engage licensed real estate brokers and salesmen to assist in selling such lands and to pay the commission for such services.
- (c) Preference to Former Owner. The County Board shall, at its option, provide that in the sale of tax deeded lands, the former owner who lost his title through delinquent tax collection enforcement procedure, or his heirs, may be given such preference in the right to purchase such lands as determined by the County Board. Such sales shall be exempt from any or all provisions of Section 75.69 Wisconsin Statutes. This paragraph shall not apply to tax deeded lands which have been improved or dedicated to a public use by such municipality subsequent to its acquisition.
- (d) Notice to Municipalities. At least 7 days prior to the county sale of tax deeded lands, notice shall be provided by the county to the municipality or municipalities in which the land is situated that the county will sell the land at a tax deed sale, giving the date, time, and location of said sale.
- (6) Property Tax Collection Procedures for Taxes Levied in 1989 and Thereafter. (a) Procedures for Enforcement of Tax Liens Acquired after January 1, 1989. For those tax

9/9/2014 Updated August 2014

delinquent lands acquired on tax liens for taxes levied on and after January 1, 1989, the following provisions are applicable in lieu of the provisions set forth in subsections (1) through (5) of this section which may differ from this subsection.

- (b) County Issued Tax Certificates. For the tax year 1989 and all years thereafter, the Brown County Treasurer shall, annually on August 15, issue a tax certificate to Brown County for the amount of real property taxes, special charges, special taxes or special assessments remaining unpaid thereon all pursuant to Sec. 74.57 (1987) of the Wis. Stats. The County Treasurer shall, by mail, issue a Notice of Issuance of Tax Certificate to each owner of record shown on the tax roll pursuant to Sec. 74.59 of the Wis. Stats. The form of the tax certificate shall group by taxation district all parcels for which real property taxes, special assessments, special charges or special taxes remain unpaid and for each parcel shall state:
- 1. A legal description.
- 2. The amount of unpaid real estate taxes, special assessments, special charges or special taxes, and the date from which the interest and any penalty accrues.
- 3. The earliest date upon which the County may be entitled to a tax deed or equivalent evidence of title.
- (c) Owner's Redemption Rights. For the tax year 1989 and thereafter, tax certificates issued may be redeemed not later than 2 years from the date on which Brown County was issued a tax certificate by the County Treasurer. Enforcement of such liens represented by the certificate by an action under Sec. 75.521, Wis. Stats., shall be brought upon the expiration of said redemption period.
- (d) Personal Liability for Taxes. Upon specific prior authorization by means of a resolution of the Brown County Board of Supervisors, an action to collect delinquent taxes and other amounts that are included in the tax roll for collection for the tax year 1989 and thereafter may be brought against the owner or owners of such lands pursuant to Sec. 74.53 (1987). (e) Sale of Tax Deeded Lands. The provisions for sale of tax deeded lands include and apply to lands acquired by means of an In Rem Judgment issued under Sect. 75.521, Wis. Stats., granting title to Brown County.

3.061 INTEREST RATE AND PENALTY OF OVERDUE OR DELINQUENT REAL ESTATE TAXES AND SPECIAL

ASSESSMENTS. There is hereby imposed a penalty of 0.5% per month or fraction of a month, in addition to the interest provided for in Section 74.47, Wisconsin Statutes, on all real estate taxes, special assessments, special taxes and special charges overdue or delinquent on or after September 1, 1983.

305 EAST WALNUT P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600

PAUL ZELLER

PHONE (920) 448-4074 FAX (920) 448-6341

TREASURER

MEMO

DATE: March 23, 2015

RE: Port & Resource Recovery Investment Transition Plan Standard Operating Procedures for Port funds managed by PFM Asset Management LLC

TO: Jeffrey K. Schroeder, Managing Director - The PFM Group Dean Haen, Port Manager Carolyn Maricque, Finance Director Mary Wolske, Senior Accountant

FROM: Paul Zeller, Brown County Treasurer

Per our Wednesday March 18, 2015 Port & Resource Recovery Investment Transition Plan meeting, the following information was determined and mutually agreed upon by those in attendance (Dean Haen, Carolyn Maricque, Mary Wolske, Chuck Mahlik, and Paul Zeller):

- 1. We will begin the PFM management engagement 4-1-15 with an initial deposit in the "Brown County PFM" US Bank Custodial Account # 001050989180 of \$ 24,114,794 as determined by the "PFM Starting Balances 3/18/15" document attached.
- 2. Cash Flow Outflow schedule will be approximately \$1 Million per year in December of each year 2015, 2016, 2017, 2018, 2019, and 2020. An additional \$10 Million redemption may be needed in 2020 for new Landfill Construction (a determination of need which will likely be made by August 2015 and relayed to PFM when known). No Inflows are certain at this point and Inflows should not be considered in the investment strategy.
- 3. PFM will be given initial guidance and direction as follows: To maximize returns, the duration of the portfolio can be viewed as 5 years with the exception of the annual December outflows and the possible \$10 Million redemption in 2020.
- 4. An annual portfolio review meeting between Port Manager, Treasurer and PFM Managing Director will take place every September beginning in 2015.

PAUL ZELLER BROWN COUNTY TREASURER Cc: Chuck Mahlik, Deputy Treasurer

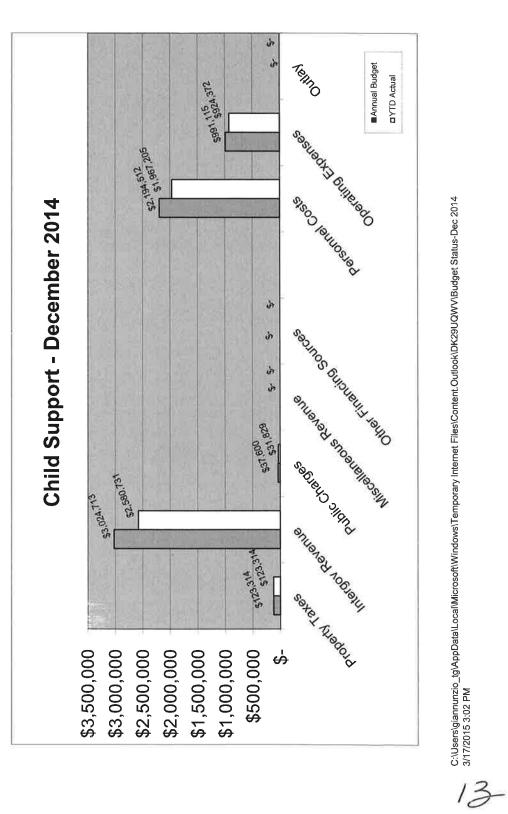


12C

Budget Status Report (Unaudited) Child Support 12/31/14

(
12/31/14							Comments:
		Annual		T	TD		
		Budget		Actual	Percentage	Comments:	Revenue and
Property Taxes	69	123,314	↔	123,314	100.0%		Property tax re
Intergov Revenue	69	3,024,713 \$ 2,580,731	↔	2,580,731	85.3%		numbers from
Public Charges	69	37,600	\$	31,829	84.7%		
Miscellaneous Revenue	↔	•	49	•	#DIV/0!		Anticipated sh
Other Financing Sources	69	1	€9	1	#DIV/0i		in revenue via
Personnel Costs	69	2,194,512 \$ 1,967,205	↔	1,967,205	89.6%		
Operating Expenses	€9	991,115	€₽	924,372	93.3%		
Outlay	↔	1	↔	1	#DIV/0i		

erty tax revenue was underestimated at budget time due to a delau om the release of revenue ipated shortfall reduced from \$250,000 to \$144,499 due to mitigated expenses & increase nue and expenses: Expenses reduced to come as close within budget as possible. renue via medical support collection succcess. pers from the state.







THRU DECEMBER 31, 2014 **BROWN COUNTY CSA BUDGET PERFORMANCE -**

Fiscal Year to Date 12/31/14 Include Rollup Account and Rollup to Account

		Adopted	Budget	Amended	Current Month	Ę	ΔT	Budget - YTD 9	/pesn %	
Account	Account Description	Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd	Prior Year Total
Fund 210 -	Fund 210 - Child Support									
REVENUE										
Departr	Department 017 - Child Support									
Divis	Division 001 - General									
4100	General property taxes	123,314.00	00.	123,314.00	10,276.13	00:	123,314.00	00.	100	355,722.00
4301	Federal grant revenue	267,027.00	(267,027.00)	00.	00.	00.	00.	00.	+++	00.
4302	State grant and aid revenue									
4302	State grant and aid revenue	1,687,658.00	00:	1,687,658.00	147,436.08	00:	1,400,015.34	287,642.66	83	1,191,278.12
4302.003	State grant and aid revenue Incentives	507,682.00	00.	507,682.00	9,994.00	00.	623,639.00	(115,957.00)	123	646,954.00
4302.004	State grant and aid revenue GPR	562,346.00	00.	562,346.00	00.	00.	323,562.00	238,784.00	28	223,500.00
4302.007	State grant and aid revenue SPSK	00.	267,027.00	267,027.00	61,180.80	00.	233,515.08	33,511.92	87	61,251.05
	4302 - State grant and aid revenue Totals	\$2,757,686.00	\$267,027.00	\$3,024,713.00	\$218,610.88	\$0.00	\$2,580,731.42	\$443,981.58	85%	\$2,122,983.17
4600	Charges and fees									
4600.601	Charges and fees Genetic test	22,000.00	00:	22,000.00	1,100.15	00.	19,615.54	2,384.46	88	19,676.07
4600.602	Charges and fees Vital statistics	200.00	00.	200.00	87.60	00.	402.84	97.16	81	543.34
4600.603	Charges and fees Paper service	11,000.00	00.	11,000.00	554.52	00.	7,436.27	3,563.73	89	8,528.32
4600.604	Charges and fees Non IV-D service	4,000.00	00.	4,000.00	525.00	00.	4,375.00	(375.00)	109	3,445.00
	4600 - Charges and fees Totals	\$37,500.00	\$0.00	\$37,500.00	\$2,267.27	\$0.00	\$31,829.65	\$5,670.35	85%	\$32,192.73
4601	Sales									
4601.012	Sales Copy machine use	100.00	00"	100.00	2.00	00.	399,50	(299.50)	400	371.15
	4601 - Sales Totals	\$100.00	\$0.00	\$100.00	\$5.00	00.0\$	\$399.50	(\$299.50)	400%	\$371.15
4900	Miscellaneous	00.	00*	00.	00.	00"	00*	00.	+ + +	48.46
9005	Transfer in									
9005	Transfer in	00.	00.	00.	00.	00*	00.	00:	+++	5,365.82
9002.200	Transfer in HR	00.	10,800.00	10,800.00	10,800.30	00*	10,800.30	(.30)	100	00.
	9002 - Transfer in Totals	\$0.00	\$10,800.00	\$10,800.00	\$10,800.30	\$0.00	\$10,800.30	(\$0.30)	100%	\$5,365.82
	Division 001 - General Totals	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$241,959.58	\$0.00	\$2,747,074.87	\$449,352.13	%98	\$2,516,683.33
	Department 017 - Child Support Totals	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$241,959.58	\$0.00	\$2,747,074.87	\$449,352.13	%98	\$2,516,683.33
	REVENUE TOTALS	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$241,959.58	\$0.00	\$2,747,074.87	\$449,352.13	%98	\$2,516,683.33
EXPENSE										
Denart	Department 017 - Child Support									

Department 017 - Child Support

Division 001 - General

Regular earnings 5100

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BROWN COUNTY CSA BUDGET PERFORMANCE -

THRU DECEMBER 31, 2014
Fiscal Year to Date 12/31/14
Include Rollup Account and Rollup to Account

5100	Regular earnings	1,464,978.00	00	1,464,978.00	99,657.70	00.	1,138,627.04	326,350.96	78	918,379.35
5100.998	Regular earnings Budget only	(1,289.00)	00*	(1,289.00)	00.	00.	00.	(1,289.00)	0	00.
	5100 - Regular earnings Totals	\$1,463,689.00	\$0.00	\$1,463,689.00	\$99,657.70	\$0.00	\$1,138,627.04	\$325,061.96	78%	\$918,379.35
5102	Paid leave earnings									
5102.100	Paid leave earnings Paid Leave	00*	00.	00	11,673.12	00	110,941.43	(110,941.43)	+++	109,518.80
5102.200	Paid leave earnings Personal	00*	00.	00*	5,661.74	00.	20,779.94	(20,779.94)	+++	16,576.59
5102.300	Paid leave earnings Casual	00*	10,800.00	10,800.00	12,918.38	00*	24,793.44	(13,993.44)	230	20,676.74
5102,500	Paid leave earnings Holiday	00*	00.	00.	19,632.94	00	39,594.06	(39,594.06)	+ + +	32,997.96
5102.600	Paid leave earnings Other (funeral, jury duty, etc)	00.	00.	00.	00:	00*	3,045.56	(3,045.56)	+++	1,757.29
	5102 - Paid leave earnings Totals	\$0.00	\$10,800.00	\$10,800.00	\$49,886.18	\$0.00	\$199,154.43	(\$188,354.43)	1844%	\$181,527.38
5103	Premium									
5103.000	Premium Overtime	00.	00.	00.	00.	00.	1,785.98	(1,785.98)	+	404.80
5103.100	Premium Comp time	00.	00.	00.	418.41	00.	2,287.17	(2,287.17)	++++	11,344.03
	5103 - Premium Totals	\$0.00	\$0.00	\$0.00	\$418.41	\$0.00	\$4,073.15	(\$4,073.15)	++++	\$11,748.83
5109	Salaries reimbursement									
5109.100	Salaries reimbursement Short term disability	00	00.	00"	00.	00.	(11,306.38)	11,306.38	+++	(15,575.18)
	5109 - Salaries reimbursement Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$11,306.38)	\$11,306.38	+ + +	(\$15,575.18)
5110	Fringe benefits									
5110.100	Fringe benefits FICA	107,677.00	00	107,677.00	10,611.80	00.	95,146.87	12,530.13	88	78,842.58
5110.110	Fringe benefits Unemployment compensation	5,494.00	00	5,494.00	519.61	00.	4,613.50	880.50	84	4,296.59
5110.200	Fringe benefits Health insurance	457,989.00	00	457,989.00	32,347.58	00:	395,307.57	62,681.43	98	329,087.24
5110.210	Fringe benefits Dental Insurance	37,971.00	00	37,971.00	2,585.28	00.	32,376.29	5,594.71	82	26,472.32
5110.220	Fringe benefits Life Insurance	3,255.00	00	3,255.00	132.36	00:	1,536.89	1,718.11	47	1,675.84
5110.230	Fringe benefits LT disability insurance	5,225.00	00	5,225.00	374.51	00.	4,524.27	700.73	87	3,980.87
5110.235	Fringe benefits Disability insurance	8,862.00	00	8,862.00	738.47	00.	8,861.64	.36	100	16,242.00
5110.240	Fringe benefits Workers compensation insurance	1,605.00	00	1,605.00	133.75	00.	1,605.00	00:	100	249.00
5110.300	Fringe benefits Retirement	102,542.00	00,	102,542.00	10,228.43	00.	92,685.30	9,856.70	06	72,634.82
	5110 - Fringe benefits Totals	\$730,620.00	\$0.00	\$730,620.00	\$57,671.79	\$0.00	\$636,657.33	\$93,962.67	87%	\$533,481.26
5198	Fringe benefits - Budget only	203.00	00	203.00	00.	00.	00.	203.00	0	00.
5300	Supplies									
5300	Supplies	00'	00.	00.	555.31	00.	5,515.74	(5,515.74)	+++	00.
5300.001	Supplies Office	15,000.00	00.	15,000.00	452.92	00.	13,109.00	1,891.00	87	13,933.02
5300.004	Supplies Postage	27,000.00	00.	27,000.00	2,157.84	00.	29,595.62	(2,595.62)	110	25,797.33
	5300 - Supplies Totals	\$42,000.00	\$0.00	\$42,000.00	\$3,166.07	\$0.00	\$48,220.36	(\$6,220.36)	115%	\$39,730.35
5303	Copy expense	00.	00	00.	00:	00*	00.6	(00.6)	+ + +	00.
5305	Dues and memberships	2,270.00	00*	2,270.00	00.	00.	2,115.00	155.00	93	1,388.50

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BROWN COUNTY CSA BUDGET PERFORMANCE THRU DECEMBER 31, 2014 Fiscal Year to Date 12/31/14 Include Rollup Account and Rollup to Account

5306	Maintenance agreement									
5306.100	Maintenance agreement Software	6,714.00	00	6,714.00	00*	00°	3,110.50	3,603.50	46	2,397.00
	5306 - Maintenance agreement Totals	\$6,714.00	\$0.00	\$6,714.00	\$0.00	\$0.00	\$3,110.50	\$3,603.50	46%	\$2,397.00
5307	Repairs and maintenance									
5307.100	Repairs and maintenance Equipment	1,000.00	00"	1,000.00	00:	00	920.00	80.00	95	1,454.91
	5307 - Repairs and maintenance Totals	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$920.00	\$80.00	%76	\$1,454.91
5330	Books, periodicals, subscription	00.009	00.	00.009	00.	00.	558.52	41.48	93	468.99
5340	Travel and training	7,535.00	00.	7,535.00	46.74	00.	5,281.81	2,253.19	70	2,635.90
5395	Equipment - nonoutlay	00.	00.	00.	00:	00.	00.	00.	+ + +	3,121.14
5505	Telephone									;
5505.100	Telephone cell	750.00	00.	750.00	00"	00.	00	750.00	٥	00.
	5505 - Telephone Totals	\$750.00	\$0.00	\$750.00	\$0.00	\$0.00	\$0.00	\$750.00	%0	\$0.00
5507	Other utilities	1,200.00	00:	1,200.00	00.	00.	1,200.00	00*	100	1,200.00
2600	Indirect cost	183,145.00	00:	183,145.00	15,262.12	00:	183,145.00	00	100	172,665.00
5601	Intra-county expense									
5601.100	Intra-county expense Technology services	125,327.00	00:	125,327.00	11,157.72	0.	108,181.86	17,145.14	98	121,444.19
5601 200	Intra-county expense Insurance	8,678.00	00.	8,678.00	723.17	00.	8,678.04	(.04)	100	6,409.00
5601 300	Intra-county expense Other departmental	389,829.00	00.	389,829.00	29,953.12	00.	406,111.43	(16,282.43)	104	354,883.55
5601 400	Intra-county expense Copy center	2,000.00	00.	2,000.00	58.75	00.	840.27	1,159.73	45	654.58
5601.450	Intra-county expense Departmental copiers	2,455.00	00.	2,455.00	204.62	00.	2,455.00	00*	100	2,338.00
	5601 - Intra-county expense Totals	\$528,289.00	\$0.00	\$528,289.00	\$42,097.38	\$0.00	\$526,266.60	\$2,022.40	100%	\$485,729.32
2300	Contracted services	153,284.00	00.	153,284.00	19,893.34	00.	101,334.84	51,949.16	99	32,588.40
5708	Drofaccional capaigns	300.00	00:	300.00	00	00.	00.	300.00	0	346.88
57.06	Danar centire - lenal	35.028.00	00:	35,028.00	1,952.25	00.	27,349.79	7,678.21	78	23,515.36
5716	rapel service - regar	200000000000000000000000000000000000000								
5716 100	legal services Charnebacks	200.00	90.	200.00	00.	00.	00.	200.00	0	00.
001:01	Total and and a state of the st	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	%0	\$0.00
6363	Med exame/authopsies/denetic feet	27,000,00	00	27,000.00	1,908.25	00.	22,815.75	4,184.25	82	22,298.00
5784	Intercreter services	1,500.00	00,	1,500.00	350.00	00.	2,050.00	(220.00)	137	597.75
	Division 001 - General Totals	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$292,310.23	\$0.00	\$2,891,582.74	\$304,844.26	%06	\$2,419,699.14
	Department 017 - Child Support Totals	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$292,310.23	\$0.00	\$2,891,582.74	\$304,844.26	%06	\$2,419,699.14
	EXPENSE TOTALS	\$3,185,627.00	\$10,800.00	\$3,196,427.00	\$292,310.23	\$0.00	\$2,891,582.74	\$304,844.26	%06	\$2,419,699.14
	Fund 210 - Child Support Totals	3 185 627 00	10 800 00	3 196 427.00	241,959.58	00	2,747,074.87	449,352.13	98	2,516,683.33
	EXPENSE TOTALS EXPENSE TOTALS	3,185,627.00	10,800.00	3,196,427.00	292,310.23	00	2,891,582.74	304,844.26	06	2,419,699.14
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BROWN COUNTY CSA BUDGET PERFORMANCE -THRU DECEMBER 31, 2014

Fiscal Year to Date 12/31/14 Include Rollup Account and Rollup to Account

Fund 210 - Child Support Totals	\$0.00	\$0.00	\$0.00	\$0.00 (\$50,350.65)	\$0.00	\$0.00 (\$144,507.87) \$144,507.87	\$144,507.87		\$96,984.19
Grand Totals									
REVENUE TOTALS	3,185,627.00	10,800.00	3,196,427.00	241,959.58	00.	2,747,074.87	449,352.13	98	2,516,683.33
EXPENSE TOTALS	3,185,627.00	10,800.00	3,196,427.00	292,310.23	00.	2,891,582.74	304,844.26	06	2,419,699.14
Grand Totals	\$0.00	\$0.00	\$0.00	(\$50,350.65)	\$0.00	\$0.00 (\$144,507.87)	\$144,507.87		\$96,984.19

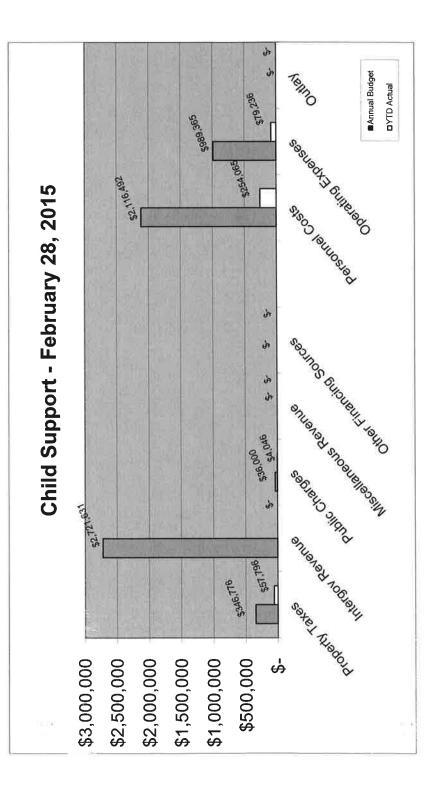
Child Support
Budget Status Report (Unaudited)
02/28/15

C1/97/70							Comments.
		Annual		E,	ATP TIP		
		Budget	-	Actual	Percentage	Comments:	Revenue: Wit
Property Taxes	(s)	346,776	49	57,796	16.7%		year
Intergov Revenue	S	2,721,631	w	•	%0.0		
Public Charges	S	36,000	63	4,046	11.2%		Expenses: Or
Miscellaneous Revenue	S	ì	w	Ť	#DIV/0i		
Other Financing Sources	S	Ŷ	G	•	#DIV/0i		
Personnel Costs	69	2,116,492 \$	€>	254,065	12.0%		
Operating Expenses	↔	989,365	₩	79,236	8.0%		
Outlay	69	1	s	1	#DIV/0i		

Comments:

Revenue: Within budget recognizing the signficance that we are early in the year

Expenses: On target and in line with projections



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Brown County CSA Budget Performance Report

thru Feb 28, 2015

Fiscal Year to Date 02/28/15 Include Rollup Account and Rollup to Account

Account	Account Description	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD 9 Transactions	% used/ Rec'd	Prior Year Total
Fund 210 -	Fund 210 - Child Support									
REVENUE										
Departn	Department 617 - Child Support									
Divisi	Division 001 - General									
4100	General property taxes	346,776.00	8	346,776.00	28,898.00	00.	57,796.00	288,980.00	17	123,314.00
4302	State grant and aid revenue									
4302	State grant and aid revenue	1,622,878.00	00	1,622,878.00	327,992.34	00.	327,992.34	1,294,885.66	20	1,400,015.34
4302.003	State grant and aid revenue Incentives	484,365.00	00	484,365.00	00.	00.	00.	484,365.00	0	623,639.00
4302.004	State grant and aid revenue GPR	347,361.00	00*	347,361.00	00.	00.	o.	347,361.00	0	323,562.00
4302.007	State grant and aid revenue SPSK	267,027.00	00*	267,027.00	00.	00'	00.	267,027.00	0	233,515.08
	4302 - State grant and aid revenue Totals	\$2,721,631.00	\$0.00	\$2,721,631.00	\$327,992.34	\$0.00	\$327,992.34	\$2,393,638.66	12%	\$2,580,731.42
4600	Charges and fees									
4600.601	Charges and fees Genetic test	22,000.00	00.	22,000.00	1,081.02	00	1,936.52	20,063.48	6	19,615.54
4600.602	Charges and fees Vital statistics	200.00	00.	200.00	100.70	00.	120.70	379.30	24	402.84
4600.603	Charges and fees Paper service	7,500.00	00.	7,500.00	553.68	00	1,135.52	6,364.48	15	7,436.27
4600.604	Charges and fees Non IV-D service	5,000.00	00.	5,000.00	350.00	00°	770.00	4,230.00	15	4,375.00
	4600 - Charges and fees Totals	\$35,000.00	\$0.00	\$35,000.00	\$2,085.40	\$0.00	\$3,962.74	\$31,037.26	11%	\$31,829.65
4601	Sales									
4601.012	Sales Copy machine use	200.00	00"	200.00	41.75	00"	83.75	416.25	17	399.50
	4601 - Sales Totals	\$500.00	\$0.00	\$500.00	\$41.75	\$0.00	\$83.75	\$416.25	17%	\$399.50
9005	Transfer in									,
9002.200	Transfer in HR	00.	00:	00.	00.	00.	00*	00.	+++	10,800.30
	9002 - Transfer in Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+ + +	\$10,800.30
	Division 001 - General Totals	\$3,103,907.00	\$0.00	\$3,103,907.00	\$359,017.49	\$0.00	\$389,834.83	\$2,714,072.17	13%	\$2,747,074.87
	Department 017 - Child Support Totals	\$3,103,907.00	\$0.00	\$3,103,907.00	\$359,017.49	\$0.00	\$389,834.83	\$2,714,072.17	13%	\$2,747,074.87
	REVENUE TOTALS	\$3,103,907.00	\$0.00	\$3,103,907.00	\$359,017.49	\$0.00	\$389,834.83	\$2,714,072.17	13%	\$2,747,074.87
EXPENSE										
Departn	Department 017 - Child Support									
Divisi	Division 001 - General									
5100	Regular earnings									
5100	Regular earnings	1,456,248.00	00*	1,456,248.00	94,661.06	00.	191,397.37	1,264,850.63	13	1,138,627.04
5100.998	Regular earnings Budget only	6,172.00	00*	6,172.00	00.	00:	00.	6,172.00	٥	00:
	5100 - Regular earnings Totals	\$1,462,420.00	00*0\$	\$1,462,420.00	\$94,661.06	\$0.00	\$191,397.37	\$1,271,022.63	13%	\$1,138,627.04





Brown County CSA Budget Performance Report

thru Feb 28, 2015
Fiscal Year to Date 02/28/15
Include Rollup Account and Rollup to Account

5102	Paid leave earnings									
5102.100	Paid leave earnings Paid Leave	00.	00	00	6,515.49	00.	10,308.77	(10,308.77)	+ + +	110,941.43
5102.200	Paid leave earnings Personal	00.	00	00	3,644.30	00.	6,636.02	(6,636.02)	+ + +	20,779.94
5102.300	Paid leave earnings Casual	00	00"	00*	381.34	00.	1,505.52	(1,505.52)	++++	24,793.44
5102.500	Paid leave earnings Holiday	00*	00*	00.	00:	00.	4,954.99	(4,954.99)	+ + +	39,594.06
5102.600	Paid leave earnings Other (funeral, jury duty, etc)	00°	00*	00	00.	00.	00:	00.	+ + +	3,045.56
	5102 - Paid leave earnings Totals	\$0.00	\$0.00	\$0.00	\$10,541.13	\$0.00	\$23,405.30	(\$23,405.30)	+++	\$199,154.43
5103	Premium									
5103.000	Premium Overtime	00	00	00.	534.92	00*	534.91	(534.91)	÷ ÷	1,785.98
5103.100	Premium Comp time	00	00	00	00.	00*	4.69	(4.69)	++++	2,287.17
	5103 - Premium Totals	\$0.00	\$0.00	\$0.00	\$534.92	\$0.00	\$539.60	(\$239.60)	+++	\$4,073.15
5109	Salaries reimbursement									
5109.100	Salaries reimbursement Short term disability	00	00*	00	00	00*	00"	00	+++	(11,306.38)
	5109 - Salaries reimbursement Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	(\$11,306.38)
5110	Fringe benefits									
5110.100	Fringe benefits FICA	107,037.00	00.	107,037.00	7,478.01	00*	15,245.61	91,791.39	14	95,146.87
5110.110	Fringe benefits Unemployment compensation	3,638.00	00.	3,638.00	366.29	00*	746.71	2,891.29	21	4,613.50
5110.200	Fringe benefits Health insurance	388,544.00	00.	388,544.00	32,540.12	00*	77,397.52	311,146.48	70	395,307.57
5110.210	Fringe benefits Dental Insurance	34,543.00	00.	34,543.00	2,712.27	00*	6,455.48	28,087.52	19	32,376.29
5110.220	Fringe benefits Life Insurance	2,477.00	00.	2,477.00	116.51	00.	349.28	2,127.72	14	1,536.89
5110.230	Fringe benefits LT disability insurance	5,433.00	00.	5,433.00	380.38	00	760.61	4,672.39	14	4,524.27
5110.235	Fringe benefits Disability insurance	8,862.00	00.	8,862.00	739.00	00*	1,478.00	7,384.00	17	8,861.64
5110.240	Fringe benefits Workers compensation insurance	1,602.00	00.	1,602.00	134.00	00*	268.00	1,334.00	17	1,605.00
5110,300	Fringe benefits Retirement	101,936.00	00.	101,936.00	7,125.55	00.	14,578.73	87,357.27	14	92,685.30
	5110 - Fringe benefits Totals	\$654,072.00	\$0.00	\$654,072.00	\$51,592.13	\$0.00	\$117,279.94	\$536,792.06	18%	\$636,657.33
5198	Fringe benefits - Budget only	(1,950.00)	00.	(1,950.00)	00.	00*	00.	(1,950.00)	0	00
5300	Supplies									
5300	Supplies	6,250.00	00*	6,250.00	1,036.92	00	1,595.70	4,654.30	56	5,515.74
5300.001	Supplies Office	16,000.00	00*	16,000.00	4,083.75	0	8,215.23	7,784.77	21	13,109.00
5300.004	Supplies Postage	29,000.00	00	29,000.00	2,693.61	00	5,074.38	23,925.62	17	29,595.62
	5300 - Supplies Totals	\$51,250.00	\$0.00	\$51,250.00	\$7,814.28	\$0.00	\$14,885.31	\$36,364.69	78%	\$48,220.36
5303	Copy expense	00.	00	00'	00.	00.	00:	00.	+ + +	9.00
5305	Dues and memberships	2,170.00	00*	2,170.00	135.00	00.	180.00	1,990.00	80	2,115.00
5306	Maintenance agreement									
5306.100	Maintenance agreement Software	1,200.00	00*	1,200.00	00.	00.	997.80	202.20	83	3,110.50
	5306 - Maintenance agreement Totals	\$1,200.00	\$0.00	\$1,200.00	\$0.00	\$0.00	\$997.80	\$202.20	83%	\$3,110.50

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Brown County CSA Budget Performance Report

thru Feb 28, 2015

Fiscal Year to Date 02/28/15

Fiscal Year to Date 02/28/15 Include Rollup Account and Rollup to Account

5307	Repairs and maintenance									
5307.100	Repairs and maintenance Equipment	920.00	00.	920.00	00.	00.	00.	920.00	0	920.00
	5307 - Repairs and maintenance Totals	\$920.00	\$0.00	\$920.00	\$0.00	\$0.00	\$0.00	\$920.00	%0	\$920.00
5330	Books, periodicals, subscription	00'009	00.	00.009	00.	00	173.80	426.20	59	558.52
5340	Travel and training	7,854.00	00.	7,854.00	(151.50)	00*	141.50	7,712.50	7	5,281.81
5507	Other utilities	1,200.00	00.	1,200.00	00.	00*	900.009	600.00	20	1,200.00
2600	Indirect cost	172,025.00	00.	172,025.00	14,335.00	00*	28,670.00	143,355.00	17	183,145.00
5601	Intra-county expense									
5601.100	Intra-county expense Technology services	128,592.00	00.	128,592.00	7,466.95	00.	27,102.62	101,489.38	21	108,181.86
5601.200	Intra-county expense Insurance	9,684.00	00.	9,684.00	807.00	00	1,614.00	8,070.00	17	8,678.04
5601.300	Intra-county expense Other departmental	402,236.00	00.	402,236.00	31,769.21	00	71,417.51	330,818.49	18	406,111.43
5601.400	Intra-county expense Copy center	1,200.00	00.	1,200.00	56.55	00*	71.57	1,128.43	9	840.27
5601.450	Intra-county expense Departmental copiers	2,455.00	00.	2,455.00	204.58	00*	409.16	2,045.84	17	2,455.00
5601.550	Intra-county expense Document center	3,415.00	00.	3,415.00	353.49	00.	491.58	2,923.42	14	00.
	5601 - Intra-county expense Totals	\$547,582.00	\$0.00	\$547,582.00	\$40,657.78	\$0.00	\$101,106.44	\$446,475.56	18%	\$526,266.60
5700	Contracted services	147,264.00	00	147,264.00	10,864.66	75,234.46	12,104.66	59,924.88	29	101,334.84
5708	Professional services	300.00	00	300.00	00.	00.	00:	300.00	0	00.
5710	Paper service - legal	30,000.00	00.	30,000.00	3,624.86	27,469.00	5,818.86	(3,287.86)	111	27,349.79
5716	Legal services									
5716.100	Legal services Chargebacks	200.00	00*	200.00	00:	00'	00°	200.00	0	00
	5716 - Legal services Totals	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	%0	\$0.00
5762	Med exams/autopsies/genetic test	25,000.00	00.	25,000.00	1,166.50	00.	2,914.00	22,086.00	12	22,815.75
5784	Interpreter services	1,500.00	00.	1,500.00	790.00	00.	790.00	710.00	53	2,050.00
	Division 001 - General Totals	\$3,103,907.00	\$0.00	\$3,103,907.00	\$236,565.82	\$102,703.46	\$501,004.58	\$2,500,198.96	19%	\$2,891,582.74
	Department 017 - Child Support Totals	\$3,103,907.00	\$0.00	\$3,103,907.00	\$236,565.82	\$102,703.46	\$501,004.58	\$2,500,198.96	19%	\$2,891,582.74
	EXPENSE TOTALS	\$3,103,907.00	\$0.00	\$3,103,907.00	\$236,565.82	\$102,703.46	\$501,004.58	\$2,500,198.96	19%	\$2,891,582.74
	Fund 210 - Child Support Totals									
	REVENUE TOTALS	3,103,907.00	00°	3,103,907.00	359,017.49	00	389,834.83	2,714,072.17	13	2,747,074.87
	EXPENSE TOTALS	3,103,907.00	00	3,103,907.00	236,565.82	102,703.46	501,004.58	2,500,198.96	19	2,891,582.74
	Fund 210 - Child Support Totals	\$0.00	\$0.00	\$0.00	\$122,451.67	(\$102,703.46)	(\$111,169.75)	\$213,873.21		(\$144,507.87)
E	Grand Totals		Š		010	S	200 037 03	71 C70 A17 C	7	78 A70 7A7 C
	REVENUE TO LALS EXPENSE TOTALS	3,103,907.00	8 8	3,103,907.00	236,565.82	102,703.46	501,004.58	2,500,198.96	19	2,891,582.74
			5		•		•			



Brown County CSA Budget Performance Report thru Feb 28, 2015

Fiscal Year to Date 02/28/15 Include Rollup Account and Rollup to Account

(\$144,507.87) (\$111,169.75) (\$102,703.46) Grand Totals



Departmental Openings Summary-March 2015

To: Administration Committee From: Child Support Department

Unfilled Reason					
Fill or Hold					
Reason for Leaving		NO OPEN POSITIONS			
Vacancy Date					
Position					

Ex: Transfer, Wage, Working Conditions

Departmental Openings Summary-April 2015 To: Administration Committee

From: Child Support Department

Position	Vacancy Date	Reason for Leaving	Fill or Hold
thild Support Enforcement	4/1/2015	trial employment period	fill
thild Support Enforcement	4/30/2015	retirement	fill
i je			

Ex: Transfer, Wage, Working Conditions



Child Support Agency Director Summary March 2015

Performance Measures Comparisons

Federal Performance	Brown FFY	Brown YTD	Brown YTD	YTD Improvement	State	
Measures	9/30/14	2/28/14	2/28/15	2014 vs 2015	Average	Brown vs. State
Paternity Establish Rate	109.22%	98.16%	97.82%	34%	96.10%	+1.72%
Court Order Rate	89.16%	89.38%	89.94%	+	87.12%	+2.82%
Current Support Collection Rate	76.61%	76.22%	77.41%	+1.19%	73.64%	+3.77%
Arrears Collection Rate	69.01%	55.00%	55.82%	+.82%	54.00%	+1.82%

As of February 28, 2015	Brown County 09/30/14	Brown County As of 2/28/15	Difference 2014 vs 2015	Statewide total	Statewide % of increase
Caseload size	14,198	14,291	93 or .65%	367,768	+5%

Director Updates STAFFING UPDATES

Child Support Specialist – Ms. Jessica Pomrening joined the Child Support team on March 12, 2015. Jessica comes to the agency with Bachelor's degree in Sociology and most recently worked for Aspiro providing case management services. She has experience incorporating new programs with her clients along with working with parents.

SPSK GRANT UPDATES

Curriculum— currently conducting 17thround of parenting and employment services classes which occur during the 2nd and 3rd weeks of each month from 9am-2pm in room 200. As of March 16, 2015, there are a total of 347 enrolled participants, 174 "regular" services and 173 "extra" services. Of the extra services group, 76% are now employed or have been employed while enrolled in the grant. An interesting statistic directly related to this percentage is that a staggering 20% of our extra services participants have become incarcerated or re-incarcerated while in the program. Continuing case management is ongoing for any extra services enrollee at any-time they are not employed.

WORK GROUP UPDATES -

<u>Website</u> – the group is making adjustments and testing the layout of the website. A meeting is planned to review the testing phase.

<u>Clean Team</u> – procedures put in place are working as designed, with new staff joining the agency; the committee will meet to divvy up duties for the upcoming year.

W: Drive – continuing maintenance as needed

<u>Fun-Shine-</u> The group is currently conducting a spring contest and will award prizes to the winner. Upcoming quarterly birthday celebrations have been announced.

<u>Legal Clinic</u> – The Legal Resource Clinic of Brown County will embark upon it's endeavors beginning March 17, 2015. (See the attached press release). A ribbon cutting ceremony is planned for 4pm, and comments from County Executive Troy Streckenbach as well as key stakeholders (Maria Lasecki, Brian Pelon, Karen Ferry, Attorney Laura Nelson and Natalie Juline) will be made. The agency has worked diligently to bring community partners together and implement the services of the clinic. The agency is thrilled to be able to offer another resource to our participants.

LEAN UPDATES & HAPPENINGS:

The agency is hosting a LEAN event March 25th and 26th in room 200 of the Northern Building. The team will map out the Review and Adjust process. Chad Doverspike from Port and Solid Waste and Scott Anthes from the Golf Course are facilitating.

Ashantae Burton, Laura Kowols and Amy Vann are all in LEAN facilitator training within the agency, however not within the county facilitator group. LEAN efforts will be internalized to get these staff up and running as facilitators so that additional LEAN events can be conducted within Child Support over the course of 2015.

EXECUTIVE

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



FOR IMMEDIATE RELEASE

Media Contacts: Troy Streckenbach (920) 448-4001

Community Group Opens: Legal Resources of Brown County

[Attorneys & Paralegals Volunteer Free Legal Assist to Area residents]

(Brown County, WI) Starting March 17th, Legal Resources of Brown County will be offering information and assistance to low income residents who are unable to afford an attorney. The free service will be available every Tuesday from 4:00 p.m. to 7:00 p.m. within the job Services building located at 701 Cherry Street.

The clinic will focus on family law and landlord tenant issues. Volunteer paralegals will be available to help with legal forms used to file motions and help answer questions regarding court procedures like filing motions for change of child support, change of placement, child support enforcement and placement or visitation. Volunteer attorneys will also be available to answer questions regarding child support, custody, placement, paternity, court deposits/ refunds, evictions, tenant rights and landlord rights.

The founders of the clinic will be on hand to cut the ribbon along with Brown County Executive Troy Streckenbach, Brian Pelon from the Wisconsin Job Center, Attorney Laura Nelson from Globe University, Natalie Juline from Golden House, and Brown County Child Support Director Maria Lasecki. The Free Legal Clinic was only made possible through the efforts of community volunteers along with the donation of space, parking and other resources by the Wisconsin Job Center through the Department of Workforce Development, and the legal community.

There will be no fees charged for the service; however, volunteer attorneys cannot offer pro bono representation at this time. The group is hopeful that they will be able to provide that level of service in the future.

What: Grand Opening and Ribbon Cutting

Legal Resources of Brown County

Who: County Executive Streckenbach

Child Support Director Maria Lasecki

Brian Pelon, Laura Nelson and Natalie Juline

Where: Wisconsin Job Center Building

701 Cherry Street, Green Bay

When: March 17th, 4:00pm

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Child Support Agency Director Summary April 2015

Performance Measures Comparisons

	Brown	Brown	Brown	YTD		
Federal Performance	FFY	YTD	YTD	Improvement	State	
Measures	9/30/14	3/31/14	3/31/15	2014 vs 2015	Average	Brown vs. State
Paternity Establish Rate	109.22%	99.96%	99.20%	<mark>76%</mark>	97.39%	+1.81%
Court Order Rate	89.16%	89.49%	90.24%	+.75%	87.22%	+3.02%
Current Support Collection Rate	76.61%	76.63%	77.85%	+1.22%	74.03%	+3.82%
Arrears Collection Rate	69.01%	59.57%	60.39%	+.82%	58.05%	+2.34%

As of February 28, 2015	Brown County 09/30/14	Brown County As of 3/31/15	Difference 2014 vs 2015	Statewide total	Statewide % of increase
Caseload size	14,198	14,336	138	367,835	+6%

Director Updates

STAFFING UPDATES

Child Support Specialist – The agency will begin recruitment for 2 Specialist positions. One position was vacated April 1st and another position will be vacated on April 30th, due to a retirement. The candidates will be chosen from a "pool" of individuals interviewed from previous openings.

SPSK GRANT UPDATES

Curriculum—The agency is currently conducting the 18th round of parenting and employment services classes which normally occur during the 2nd and 3rd weeks of each month. Due to the Easter holiday, April's curriculum was delayed by one week. As of April 13th, there are a total of 364 enrolled participants, 182 "regular" services and 182 "extra" services. Of the extra services group, 76% are employed or have been employed while enrolled in the grant.

BCS site visit—On April 6th, Patti Reiter, Section Chief from the WI Bureau of Child Support and Anna Fosdick, SPSK Project Manager, participated in a site visit with Brown County SPSK staff. The group held a partner meeting with Forward Services, Family Services and invited SPSK participants to attend and provide testimonials as to the impact the SPSK program has had on their lives. Thereafter, the presenting participants had lunch with agency staff, partners and the Bureau staff.

Year 3 CSPED Grantee Conference, Washington, DC–Maria Lasecki will be attending the annual CSPED conference in Washington with Mr. James Morris, from Forward Service Corp, on April 29-May 1st. All 8 participating states, and their respective site personnel, will convene at OCSE/DHS headquarters to discuss current employment/enrollment trends, participation and strategies relative to the federal grant as well as the status of proposed rule changes to the child support program, on whole.

MISCELLANEOUS

On March 26th, Maria met with Cheryl Corbeille and International Translators to address the alarming increase in Somali translation costs since the beginning of the year. As of that date, over \$1040 had been expended in 2015 for Somali translation, of which \$700 was billed for minimum call out fees although no services were actually rendered. Communication with Economic Support (which resulted in further investigation into their budgetary expenditures) revealed a similar trend. Efforts to ensure that our requirements, as an LEP agency, are being met while mitigating unnecessary expense for no-shows were quickly put into action. In response to the uptick in costs, a solid plan has been executed internally and a partnership with Forward Service Corp, for no cost interpretation, is also in place.

The annual BCS Director's Dialogue will take place in Stevens Point on April 16th-17th and Maria will attend on behalf of Brown County CSA.

A BCS developed presentation entitled "What's the Rush" was given at the Wisconsin Job Center to a W2 Focus Group by Maria Lasecki & Amy Vann in March. The intention is to develop a partnership with the BC Health Dept and begin offering this presentation, in collaboration, to middle schools and high schools within Brown County for the 2015-2016 school year. The premise of the presentation is designed to compel teens to consider the realities as well as the consequences of unplanned pregnancies.

The Child Support Agency is proud to have collected \$475 during the month of April for the United Way Jeans campaign. Collectively, this amounted to almost 80% department staff participation in the event.

WORK GROUP UPDATES

<u>Team (Together Everyone Achieves More)</u> – This group has diligently been working to make improvements in the following areas: review and adjust, issuance of bench warrants, and mail intake. Instructions for these processes are being developed and should be issued shortly. The group is also ensuring that our action to compel instructions are codified/current based upon recent changes made to internal customer service-related procedures.

<u>Website</u> – The group is has submitted informational sheets regarding child support services to the agency attorney for approval. Once approved, the information will be added to the website.

<u>Fun-Shine</u>—The group recently held an egg coloring contest. During lunch and breaks, staff could color eggs with supplies provided by Fun-Shine. Votes were gathered and a prize was awarded to the best decorated egg.

<u>Legal Clinic</u>— The Legal Resource Clinic of Brown County celebrated its grand opening on March 17th at the Wisconsin Job Center. Volunteers have, since, been able to address how best to create a flow from intake through completion of the visit. To date, a total of 27 community members have been served by the clinic. Referrals are being received from many community organizations including policy departments, Clerk of Courts, FCC, etc. Matters being addressed are equally split between family law and landlord/tenant issues.

LEAN UPDATES & HAPPENINGS:

The agency hosted a Review and Adjust LEAN event on March 25th-26th. A special thanks to Chad Doverspike, from Resource Recovery, and Scott Anthes, from the BC Golf Course, for facilitating the event.

Budget by Account Classification Report

Through 02/28/15

Prior Fiscal Year Activity Included

of the state of th									Summs	Summary Listing
N.		Adopted	Budget	Amended	Current Month	YTD	QT.Y	Budget - YTD % used/	/pasn %	
Account Classification		Budget	Amendments	Budget	Transactions	Encumbrances	Transactions	Transactions	Rec'd	Prior Year Total
Fund 710 - Technology Services										7
REVENUE										
Intergov Revenue		363,336.00	00	363,336.00	19,253.36	00*	45,390.79	317,945.21	12	696,417.16
Public Charges		3,584.00	00*	3,584.00	00*	00.	00:	3,584.00	0	71,724.00
Miscellaneous Revenue		4,398,679.00	00	4,398,679.00	275,399.44	00*	976,982.39	3,421,696.61	22	4,169,884.23
Other Financing Sources		164,175.00	00*	164,175.00	10,678.58	00*	20,914.00	143,261.00	13	417,870.15
	REVENUE TOTALS	\$4,929,774.00	\$0.00	\$4,929,774.00	\$305,331.38	\$0.00	\$1,043,287.18	\$3,886,486.82	21%	\$5,355,895.54
EXPENSE										
Personnel Costs		1,779,802.00	99.	1,779,802.00	125,401.85	00:	269,671.52	1,510,130.48	15	1,651,387.97
Operating Expenses		3,480,696.00	00.	3,480,696.00	221,574.34	434,798.02	857,067.14	2,188,830.84	37	3,283,251.82
Outlay		00.	00.	00.	00'	00.	00.	00.	+++	00'
	EXPENSE TOTALS	\$5,260,498.00	\$0.00	\$5,260,498.00	\$346,976.19	\$434,798.02	\$1,126,738.66	\$3,698,961.32	30%	\$4,934,639.79

Grand Totals									
	REVENUE TOTALS 4,929,774.00	00.	4,929,774.00	305,331.38	00.	1,043,287.18	3,886,486.82	21	5,355,895.54
	XPENSE TOTALS 5,260,498.00	00'	5,260,498.00	346,976.19	434,798.02	1,126,738.66	3,698,961.32	30	4,934,639.79
Grand Totals	(\$330,724.00)	\$0.00	(\$330,724.00)	(\$41,644.81)	(\$434,798.02)	(\$83,451.48)	\$187,525.50		\$421,255.75

\$421,255.75 4,934,639.79 5,355,895.54

21

3,886,486.82 3,698,961.32 \$187,525.50

1,043,287.18 1,126,738.66 (\$83,451.48)

8 434,798.02 (\$434,798.02)

305,331.38 346,976.19 (\$41,644.81)

4,929,774.00 5,260,498.00 (\$330,724.00)

8 8

4,929,774.00 5,260,498.00 (\$330,724.00)

REVENUE TOTALS **EXPENSE TOTALS**

Fund 710 - Technology Services Totals

Fund 710 - Technology Services Totals

Page 1 of 1

TECHNOLOGY SERVICES DEPARTMENT

Brown County



111 N. JEFFERSON STREET, SECOND FLOOR P.O. BOX 23600 GREEN BAY, WI 54305-3600

PHONE: (920) 448-4025 FAX: (920) 448-6266 WEB: www.co.brown.wi.us

Technology Services, Monthly Report, March 2015

Covers Feb 2015 Technology services activity

Items of Note

- 1. Microsoft Exchange Email Migration Completed as of 3/13 (2003 to 2013)
- 2. Secure File transfer live as of 3/16
- 2016 Budget Process
 - a. 2016 through 2020 draft TS staffing plan continues.
 - b. Staff Reorganization Note: 2016 Budget will show existing job titles. A separate resolution is planned be submitted in Dec 2015 or Jan 2016, with the updated titles and salaries and impact to budget if any.
 - c. Planning for 2016 Budget continues.
- 4. 2015 Contract Renewals
- Meeting Change Request due to fiber work
 - a) March 19th Thursday Engineering Work completed and bid packages submitted to Purchasing
 b) March 23rd Monday 1st Legal Notice
 c) March 30th Monday 2nd Legal Notice

 - d) April 8th Wednesday Bid Results due
 e) April 13th Monday Email Information to Admin Committee for their review
 - April 15th Wednesday Seek Approval from Admin Committee to proceed with projects, if approved, asked County Board for approval at their April 15th Meeting

6. Staffing Report

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
				If approved will transfer
Network Support		Transferred to another		funds to permit hiring of
Specialist	10/31/2014	position	Hold	**SharePoint position
		1.		If approved will transfer
				funds to permit hiring of
Premier Technician	1/21/2015	Terminated	Hold	**SharePoint position
SharePoint		Combining funding from	Pending	Working with HR on job
Administrator/Developer	NEW	noted positions above	HR	description and salary

- a. Goal is to hire a SharePoint Administrator/Developer now to permit the SharePoint project to start late this year rather than waiting till 2016 (project side funding is in 2015).
- b. To fund the position we plan to use existing Network Support and Premier position funds (budget neutral).
- c. Paperwork will take a number of weeks, and then approvals. Likely to be to Admin committee in April or May - after new Job Description and market assessment.
- d. No significant update for the March meeting.

Project/Activity Updates

- 7. Technology Services Closed 793 Work Orders for Feb 2015
- 8. 911 Phones and CAD (Computer Aided Dispatch) projects ongoing
- 9. Informacast voice system upgrade completed
- 10. Avatar "Community Programs" project ongoing Lisa Kay Peters (new Project Manager) is reviewing overall project status
- 11. Employee ID-Badge Project underway policy in progress; activity continues.
- 12. Human Services CCS billing changes nearly complete (major effort)

- 13. 121 Day storage and Squad/DTF storage are on site. Now scheduling hardware installation. After hardware install software portion will kick off
- 14. Air Handling (HVAC) work in Sophie Beaumont data center started early March, on track to complete on schedule
- 15. Sheriff Squad Internet "modem" access project continues.

TECHNOLOGY SERVICES DEPARTMENT

Brown County



111 N. JEFFERSON STREET, SECOND FLOOR P.O. BOX 23600 GREEN BAY, WI 54305-3600

PHONE: (920) 448-4025 FAX: (920) 448-6266 WEB: www.co.brown.wi.us

Technology Services, Monthly Report, April 2015

Covers March 2015 Technology services activity

Items of Note

- 1. 3/13 Microsoft Exchange Email Migration Completed
- 2. 3/16 Secure File transfer live
- 3. 3/31 Voice System Upgrade Completed now starting on 911, Webex (online meetings), Jabber (instant messenger) and Voicemail/Email integration.
- 4. 3/31 Electrical System Outage 6am recovered by 10am. Working with facilities to avoid similar issues in the future.
- 5. Created Brown County email accounts for all County Board members
- 6. 2016 Budget Process.
 - a. 2016 through 2020 draft TS staffing plan continues.
 - b. Staff Reorganization Note: 2016 Budget will show existing job titles. A separate resolution is planned be submitted in Dec 2015 or Jan 2016, with the updated titles and salaries and impact to budget if any.
 - c. Planning for 2016 Budget continues.
- 7. Human Services CCS billing complete (major effort) SUCCESS Billing finally cleared.
- 8. Air Handling (HVAC) work in Sophie Beaumont data center completed
- 9. Completed fingerprint system upgrade at Jail (upgraded from Win-XP)

10. Staffing Report

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Network Support		Transferred to another		If approved will transfer funds to permit
Specialist	10/31/2014	position	Hold	hiring of **SharePoint position
				If approved will transfer funds to permit
Premier Technician	1/21/2015	Terminated	Hold	hiring of **SharePoint position
				Working with HR on job description and
SharePoint		Combining funding from	Pending	salary STILL IN PROGRESS DUE TO
Administrator/Developer	NEW	noted positions above	HR	CLASS/COMP

Goal is to hire a *SharePoint Administrator/Developer* now to permit the SharePoint project to start late this year rather than waiting till 2016 (project side funding is in 2015).

Project/Activity Updates

- 11. Technology Services Closed 870 Work Orders totaling 991 hours for March 2015
- 12. 911 Phones and CAD (Computer Aided Dispatch) projects ongoing
- 13. Human Services "Community Programs" project ongoing
- 14. Employee ID-Badge Project activity continues.
- 15. 121 Day storage and Squad/DTF storage scheduling hardware installation. After hardware install software portion will kick off
- 16. Vendor Selected for Email Archive initial PO completed
- 17. Upcoming: April 23rd Government Cyber Security Presentation and April 29th Public Cyber Security Presentation
- 18. Kicked off enterprise system backup upgrade (vendor assessment stage)
- 19. Kronos timekeeping software version upgrade kicking off



TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING BROWN COUNTY CLASSIFICATION SALARY RANGE

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted,

EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Approved :	Ву:										
TROY STI	RECKE	NBAC	CH CH								
COUNTY	EXECU	JTIVE									
Date Signe	d:										
Submitted Approved a	by Hun as to for	nan Re	sources Corpor	s ation Co	unsel						
		0)	corpor	unon co	anson						
				BOAR	O OF SUPERVISOR	RS ROLL CALL #					
				Motion m	ade by Supervisor		_				
				Seconded	l by Supervisor		_				
SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED	SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSE
SIEBER	1					LA VIOLETTE	14				
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NICHOLSON	3					KASTER	16				
HOYER	4					VAN DYCK	17				
GRUSZYNSKI	5					JAMIR	18				
HAEFS	6					ROBINSON	19				
ERICKSON	7					CLANCY	20				
ZIMA	8					CAMPBELL.	21				
EVANS	9					MOYNIHAN, JR.	22				
KAYE	10					STEFFEN	23	1			

LA VIOLETTE	14		
KATERS	15		
KASTER	16		
VAN DYCK	17		
JAMIR	18		
ROBINSON	19		
CLANCY	20		
CAMPBELL.	21		
MOYNIHAN, JR.	22		
STEFFEN	23		
SCHADEWALD	24		
LUND	25		
FEWELL	26		

Total Votes Cast				
Motion:	Adopted	Defeated	Tabled	

11

12

BUCKLEY

LANDWEHR

DANTINNE, JR

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grad	le Job Title	Minimum	Annual Midpoint	– Maximum	Minimum	Hourly Midpoint	
	BENCHMARK POSITIONS	A STATE OF THE STA	марот	maximum	Williamon	wiiapoint	Waximum
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40,30	\$50.37	\$60.44
3	Airport Director	\$77,949	\$97,436	\$116,923	\$37.48	T-40-0-4	•
	Chief Information Officer Director of Port and Resource Recovery Director of Public Works	Ψ11,545	φ97,430	ψ110, 3 23	\$37,48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
	Human Services Administrator						
5	Court Commissioner Deputy Assistant Corporation Counset Director of Nursing (Hospital) Director of Public Safety Communications	\$67,418	\$84,272	\$101,127	\$32,41	\$40.52	\$48.62
	Engineering Services Manager Finance Manager Planning Director Psychologist						
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45,22
7	Assistant Corporation Counsel	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Change Management Facilitator Chief Medical Examiner Financial Supervisor		• - • - •	V.,	\$25.00	Ψ00.04	ψ42.03
	Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer						
	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist	\$54,228	\$67,785	\$81,342	\$26.07	\$32,59	\$39.11
	County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent						
	Golf Course Superintendent Human Services Manager Museum Director Operations Manager						
110	Animals Curator Civil Engineer Economic Services Support Coordinator	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37
1	Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor						
F	Project Manager Public Health Nurse Register in Probate						
F	Registered Nurse Risk Specialist Senior Financial Analyst						
	Senior Planner /ateran's Services Officer						

BROWN COUNTY CLASSIFICATION SALARY RANGE

2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

D-v C I	The state of the s	VIII. (4) VV	Annual		TW VE	Hourly	W. 100 E
Pay Grad	The second secon	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	DEAGNINGING POSITIONS						
10	Renetic & Payroll Coviding to	£46,000	®E0.00₹	#70.0E0	000 45		
	Business Development Analyst	\$46,902	\$30,02 <i>1</i>	\$10,353	\$22.55	\$28,19	\$33.82
	Community Health Educator						
					1		
				- 1	N .		
	Operations and Maintenance Supervisor				li i		
	Purchasing Specialist				ľ		
11	Building Services Supervisor	\$43.610	\$54 523	\$65.428	\$20.07	¢26.24	CO4 40
	Child Support Supervisor	Ψ10,010	ψ0.1,020	Ψ00, 120	Ψ20,91	Ψ20.21	Φ 51,40
		•					
	Health Information Services Coordinator				ľ		
	Senior Human Resource Generalist						
					ı		
	Property Lister						
	Shelter Care Supervisor	Ÿ.			l l		
					1		
12	Chief Denuty Clark	#40 F0F	# F0 70 7	CC0 040	040.50		
	Conservation Specialist	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29,25
	Education Specialist	į.					
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					l l		
	Land Use Specialist						
	Maintenance Service Mechanic II				Į.		
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	Radio Communications Specialist				ľ		
	Recreation Therapist	9			i.		
	The state of the s				l l		
	Systems Specialist				ľ		
	Victim/Witness Coordinator						
					Į.		
13	Airport Operations Officer	\$37.726	¢47 157	\$56.500	¢10.14	£22.67	#07.04
	Correctional Officer	Ψ57,720	Ψ47,101	450,509	ψ10 _* 14	ΦZZ.07	\$27,21
					l l		
	GIS & Database Applied				l l		
					1		
	Law Clerk				ı		
					l l		
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					l l		
	Paralegal				l l		
	Telecommunications Operator II				k .		
	Zookeeper				Į.		
					N		
14	Administrative Assistant II	00000	0.40.0 ==	PEC 533	4		
	Benefits Fayori Customers	\$25.30					
	Department Assistant				N .		
BENCHMARIK POSITIONS 10 Besettis & Expand Communication Supports Academy Section (Communication Section Section (Communication Section							
	Section Sect						
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BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Gra	de Job Title		Annual	N N 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	F 1970	Hourly	,01 L1()
	BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
		1					
	Licensed Practical Nurse				į,		1
	Network Support Clerk				1		1
	Payroll Specialist				N.		
	Registered Heath Information Tech (RHIT) Telecommunications Operator I	1			i i		
	- Allocommunications Operator (1					1
15	Child Support Specialist				l l		
	Operations Assistant	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53
	Victim/Witness Program Assistant				2		410,00
	Togram Assistant						1
16	Account Clerk	000.045					-
	Deputy Medical Examiner	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
	Economic Support Specialist				-		
	Fraud Investigator Aide						
	Maintenance Services Associate				į.		
					9		
17	Administrative Assistant I	#00.004	004.000				
	Human Services Support Specialist	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Youth Care Worker				ľ		
40	_						
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
40							
19	Certified Nursing Assistant	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
	COOK			, ,	V11170	Ψ14.07	\$17.00
20	Administrative Qu						8
20	Administrative Clerk Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Bullding Services Associate						Ψ10.07
	2 man g 300 victo Associate						- 1
21	OPEN						- 1
		\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff	0.000					
	Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	£40.050					
	, · · · · · · · · · · · · · · · · · · ·	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate						l l
		\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25
	Minimum and maximum values are calculated +/- 20% around midpo	int					U.

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%.

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN P. KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

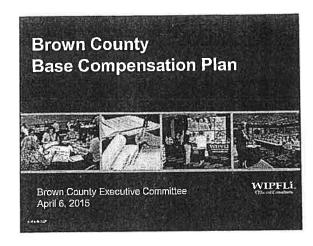
DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	03/31/15
REQUEST TO:	Executive Committee
MEETING DATE:	04/06/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution F	Regarding Brown County Classification Salary Range
placed into specific cladetermined. ACTION REQUESTED	ok place comparing all county positions with market and/or other comparable ring internal and external equity. As a result of this study, all positions were ssification specifications and the Brown County Classification Salary Range was
 Is there a fiscal im a. If yes, what is 	portion is initially completed by requestor, but verified by the DOA and updated if necessary. pact?
	budgeted?

☑ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

21



Project Overview

- Objectives of a Compensation Plan
- Plan Design Process (Completed)
 - Internal Equity Analysis
 - · Point Factor Evaluation Method
 - External Market Analysis
 - 67 Benchmark Positions
 - External Market Data
 - Salary Structure Development
 - Benchmark Positions
 - Slotted Jobs
- Comparative Ratio Analysis
- Steps After Salary Structure is Approved

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Objectives of a Base Compensation Plan

- Pay salaries equitable for work being performed
- Ensure equitable pay across departmental lines
- Attract and retain qualified employees
- Minimize inconsistent administration of pay
- Ensure wages are comparable within the market you compete with for employees

WIPFLI

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	Process
٠	Created a County Project Team (Brown County) Created Classification Specifications (Project
·	Team)
•	Performed an internal equity analysis (Project Team)
	Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli)
•	Conducted a comparative ratio analysis (Wipfli)
WIPFLI	man A
	Created Classification Specifications (Class Specs)
٠	Position Description Questionnaires submitted by departments specifying actual duties
	Like positions lumped into same Class Spec
•	A point factor evaluation system was applied to each Class Spec which determined internal
	equity points Factors used:
	Skills – education and experience Responsibilities – scope/level,
	leadership/administrative, public/customer relations, budget impact, and complexity/impact
	Effort physical exertion/environmental hazards
WINGE	State LF
	Internal Equity Analysis
	Conducted an internal equity analysis to determine the relative value of each position to
	other positions within the County on the basis of compensable factors.
	The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli.
	The result of the analysis was a ranking of the Class Specs starting from the position with the
	top number of points to the position with the bottom number of points.
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External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

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Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

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Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs 969 employees)
 - Slotted positions (77 Class Specs 309 employees)

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Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WIPFLi

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Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%.
 This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

WIPFLI.

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BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

Pay Grade		Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
	BENCHMARK POSITIONS				l l		
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64,99
2	Corporation Counsel Director of Administration	\$83,816	\$104,770	\$125,724	\$40,30	\$50.37	\$60.44
	Director of Human Services						
3	Airport Director Chief Information Officer	\$77,949	\$97,436	\$116,923	\$37,48	\$46.84	\$56,21
	Director of Port and Resource Recovery Director of Public Works						
4	Advanced Practice Nurse Prescriber	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
	Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator						
5	Court Commissioner	******					
	Deputy Assistant Corporation Counsel Director of Nursing (Hospital)	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
	Director of Public Safety Communications Engineering Services Manager Finance Manager						
	Planning Director Psychologist						
6	Director of Public Health	\$62,699	\$78,373	\$94,048	£20.14	#07.00	0.45.00
	Director, Child Support Program Highway Operations Manager	ψ02,033	φ/0,0/3	φ 94 ,046	φ30;14	\$37,68	\$45.22
7	Assistant Corporation Counsel	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Change Management Facilitator Chief Medical Examiner	, Godin in	4.7 (00)	467,100	φεσισσ	Ψ00.04	φ42.00
	Financial Supervisor Network Architect Nursing Supervisor						
	Principle Planner Public Health Supervisor						
	Senior Civil Engineer						
	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
	Clinical Therapist County Conservationist Emergency Management Coordinator						
I	Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent				l		
1	duman Services Manager Museum Director				ľ		
(Ope <mark>rations Manage</mark> r				ļ		
(Animals Curator Civil Engineer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37
E	conomic Services Support Goordinator Invironmental Health Sanitarian lighway Operations Superintendent				<u> </u>		
(· F	tuman Services Supervisor Project Manager						
F	Public Health Nurse Register in Probate Registered Nurse						
F	ilsk Specialist Senior Financial Analyst						
	Senior Planner Veteran's Services Officer						
						43.33 \$54,16 \$6 40,30 \$50.37 \$6 37,48 \$46.84 \$5 34,85 \$43.57 \$5 32,41 \$40.52 \$4 28,03 \$35.04 \$4 28,03 \$35.04 \$4	2

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

av Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
	BENCHMARK POSITIONS						
10	Benefits & Payroll Geordinator	\$46,902	\$58,627	\$70,353	\$22,55	\$28.19	\$33,82
Busines Countries Finance Child S Clinical Counce Econon Health Notific Operati Planner Schelter 12 Chief D Constr Educati Electric Finance Mainter Medical Museur Progran Radio C Recreat Resour Speal Substan System Telecon Victim/V 13 Airport C Countries	Business Development Analyst						
	Electrician (Master)						
	Financial Analysi Operations and Maintenages Supervisor						
	Operations and Maintenance Supervisor Purchasing Specialist						
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26,21	\$31,46
	Child Support Supervisor Clinical Lab Services Supervisor	,,,,,,	, ,				
	Conceilons Corporal Economic Support Supervisor				l.		
	Health Information Services Coordinator Nutritional Services Coordinator	l de la companya de l					
	Operations Supervisor				l.		
	Senici Human Resource Generalist						
	Shelter Care Supervisor				ī.		
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29,25
	Conservation Specialist Education Specialist				H		
	Electrician (Journey)				l)		
	Maintenance Service Mechanic II				l.		
	Medical Technologist	N.					
	Museum Specialist Programmer						
	Radio Communications Specialist	1					
	Recreation Therapist Resource Recovery Specialist						
	Spelal Worker						
	Substance Abuse Counselor						
	Systems Specialist Telecommunications Operator III						
	Victim/Witness Coordinator	N.					
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22,67	\$27,21
	Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst						
	Fluman Résources Géneralist Law Clerk	i i			ı		
	Munt grance Service Mechanic :						
	Media Technician				ı		
	Network Support Specialist						
	Paralegal						
	Park Services Specialist						
	felecommunications Operator II						
	Zookeeper						
14	Authorstrative Assistant II Certifical Occupational Therapist Assistant	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Department Assistant				1		
	Emergency Management Specialist Food Service Supervisor						
	Paul Services Coordinator Heavy, Equipment Operator				1		
	Lab Technician						
	Legal Assistant Licensed Practical Nurse				l		
	Network Support Clerk						
	Payroll Specialist						
	Registered Heath Information Tech (RHIT) Gelecommunications Operator i						
15	twird Sapport Specialist	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.52

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

Pay Grad	ie Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
16	Operations Assistant Victim/Witness Program Assistant Account Glerk Deputy Medical Examiner Economic Support Specialist	\$30,345	\$37,931	\$45,518	\$14,59	\$18.24	\$21_88
17	Fraud Investigator Aide Maintenance Services Associate Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15,77	\$18.93
19	Administrative Clerk Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17,60
20	Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16,37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints $\,7\%$.

ay Job nge Title	Dept		Mid		Compa		Impact of Financial	C mala
BENCHMARK POSITIONS 1 OPEN	DEDI	Min	Point	Max	Ratio*	Comment	Adjustment	Qu
		\$46.04	\$54.16	\$64.99				
2 4 orporation Coursel								
Oifestorof Administration	Corporation Counsel Administration	\$40.30	\$50.37	\$60.44	102%			-
Director of Human Services	Human Services	\$40.30	\$50.37 \$50.37	\$60.44	95%			
		4.10.00	Ψυυ.υ1	000.44	10276		-	_
Amport Eurocha Chief Information Officer	Airport	\$27.40	CAC DA	050.04				-
Director of Port and Resource Recovery	Technology Services	\$37.48	\$46.84 \$46.84	\$56.21	102%			
Director of Public Works	Port & Resource Recovery Public Works	\$37.48	\$46.84	\$56.21	94%			
	- Onto	\$37.48	\$46.84	\$56.21	104%			
Advanced Practice Nurse Prescriber Advanced Practice Nurse Prescriber	Human Services	\$34.05	\$43.57	\$50.00	10000			
Ulrector of NEW Zon and Parke	Human Services	\$34.85	\$43.57	\$52.28	108%			
Transiti Resources Minerally	NEW Zoo & Parks Human Resources	\$34.85	\$43.57	\$52.28	90%		 	
Human Services Administrates	Human Services	\$34.85	\$43.57 \$43.57	\$52.28	90%			
			7.0.0	VOZ.ZO	5476			
Court Commissione	Circuit Courts	\$32.41	\$40.52	\$48.60	100%			
000 Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			
Court Commissioner	Circuit Courts Circuit Courts	\$32.41	\$40.52	\$48.62	92%			
Deputy Assistant Corporation Counsel	Corporation Counsel	\$32,41	\$40.52 \$40.52	\$48.62	88%			
Director of Public Safety Communication	Human Services	\$32.41	\$40.52	\$48.62	88%			
Engineering Services Manager	Public Safety Communications Public Works	\$32.41	\$40.52	\$48.62	105%			
Planning Director	Administration	\$32.41	\$40.52 \$40.52	\$48.62	92%			
Psychologist	Planning Human Services	\$32.41	\$40.52	\$48 62	103%			
	Tiginar Services	\$32.41	\$40.52	\$48.62	103%			
Director of Bubbic Floration	Health							
Errector, Child Support Program Highway Operations Manager	Child Support	\$30.14 \$30.14	\$37.68	\$45.22	103% 86%			- 3
a sy operations manager	Public Works	\$30.14	\$37.68	\$45.22	99%			- 3
Assistant Corporation Counset		-						
Assistant Corporation Courses	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			
Assistant Corporation Counsel	Corporation Counsel Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
Assistant Corporation Counsel Assistant Corporation Counsel	Corporation Counsel	\$28.03 \$28.03	\$35.04	\$42.05	90% 89%			2
ASSISTANT CORPORATION COMPANY	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
Charge Management Facultaion Chief Medical Examiner	Corporation Counsel Human Resources	\$28.03 \$28.03	\$35.04		88%			1
Figure at Supervisor	Medical Examiner	\$28.03		\$42.05 \$42.05	95%			
Network Architect	Administration Technology Services	\$28.03	\$35.04	\$42.05 1	05%			3
Marsing Superviser Marsing Superviser	Human Services	\$28.03 \$ \$28.03 \$	\$35.04	\$42.05	97%			2
Patric Frontis Supervisor	Human Services	\$28.03	\$35.04	\$42.05 1	01%			
Principal Planner	Health Health	\$28.03 \$	35.04	\$42.05				3
Principal Planner	Planning	\$28.03 \$ \$28.03 \$	35.04 S	42.05	01%			2
Somer Crist Engineer	Planning Public Works	\$28.03 9	35.04 9	642.05 8	37%			3
Service Clivia Enigniscon	Public Works	\$28.03 \$ \$28.03 \$	35.04	42.05				1
		920.03	33.04	42.05	37%			1
Applications Supervisor	Technology Services	\$20.07	00.00		-			_
Assistant Director of Public Safety Communications Building Services Superintendent	Public Safety Communications	\$26.07 \$ \$26.07 \$	32.59	39.11 1	10% 07%			4
THE COLUMN TRACE OF THE PROPERTY OF THE PROPER	Public Works	\$26.07 \$	32.59 \$	39.11 1	07%			4
Inncal Enerapsis	Human Services Human Services	\$26.07 \$	32.59 \$	39.11 8	6%			1
form of Flagscapust	Human Services	\$26.07 \$ \$26.07 \$	32.59 \$	39.11 8	9%			1
Invited Digitation	Human Services	\$26.07 \$	32 59 8	39 11 8	5%			2
Interal Sheraped action Floriagest	Human Services Human Services	\$26.07 \$	32.59 \$	39.11 8	5%			1
here at Transport	Human Services	\$26.07 \$ \$26.07 \$	32.59 \$	39.11 9	2% 5%			2
heural Theisspiret	Homan Services	\$26.07 \$	32.59 \$	39.11 10	00%			1
lane di Transiques Lane di Transiquesi	Turrian Services	\$26.07 \$3	32.59 \$	39.11 10)1%			3
Serical Thorapist	Human Services	\$26.07 \$3 \$26.07 \$3	32.59 \$	39.11 10	1%			3
inical Therapist	riuman Services	\$26.07 \$3	32.59 \$3	39.11 10	1%			3
arical Therapist	Tiuman Services	\$26.07 \$3	32.59 \\$3	39.11 10	1%			3
meal Therapist	Human Services	\$26.07 \$3 \$26.07 \$3	32.59 \$3	39.11 8	5%			
inical Trorapist Nigy/Conservation(4)	ridinali Services	\$26.07 \$3	32.59 \$3	39.11 10	1%			1
		maa aw las	000 00	39.11 10	104			3

Job Title			Mld		Compa		Financial	
JOD Title	Dept	Min	Point	Max	Ratio*	Comment	Adjustment	Qui
EEGE SERVER SCETTIONS.			\$32.59	\$20.11	89%			2
Emergency Management Coordinator	Public Safety Communications	\$26.07	\$32.59	\$39.11	98%			
Environmental Health & Lab Supervisor	Health	\$26.07	\$32.59	\$39.11	90 /6			1
Fleet Superintendent	Public Works		\$32.59	\$39.11	000/			1
Golf Course Superintendent	Golf Course	\$26.07	\$32.59	\$39.11				
Goil Course Superintendent	Human Services		\$32.59	\$39.11	105%			
Company of Addition	Human Services	\$26.07	\$32.59	\$39.11	104%			
company of the state of the sta	Human Services	\$26.07	\$32.59	\$39.11				
	Museum	\$26.07	\$32.59	\$39.11	105%			
Museum Director	NEW Zoo & Parks	\$26.07	\$32.59	\$39.11	105%			
Operations Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%			
Operations Manager	Airport	\$26.07	\$32.59	\$39.11	104%			1
Operations Manager	Airport							
		-						
	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%			
Animals Curator	Public Works	\$24.25	\$30.31	\$36.37	79%	below minimum	\$676	
Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			
Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			
Civil Engineer		\$24.25	\$30.31					
commendate of the commendate	Human Services	\$24.20	\$30.31	\$36.37				
Commission of the first first and more	Health	004.20	\$30.31	\$36.37				
File to discount (48.40) 1.494-40-4	Health	\$24.25	\$30.31					
Expositional thirds continue	Health	\$24.25	\$30.31	\$36.37				-
THE STREET PROPERTY OF THE STREET	Health	\$24.25	\$30.31	\$36.37				-
Elizabeth contacts (All) conduction	Health	\$24.25	\$30.31	\$36.3	0000			-
The memory and the company of the co	Health	\$24.25	\$30.31	\$36.3	98%		-	-
Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	1079			
Highway Operations Superintendent	Public Works	\$24.25	\$30.3	\$36.3	7 107%			-
Highway Operations Superintendent	Public Works	\$24.25	\$ \$30.31	\$36.3	7 107%			_
riigiway Operations Superintendent	Human Services	\$24.25	\$30.3	\$36.3	7 1109	0	1	
SHORT ALTERO WEEK CONT.	Human Services	\$24.25	\$30.3	\$36.3	7	1		
CHECKET STREET HE HERECOLD	Human Services	\$24.25	\$30.3	\$36.3	7 1099	6		
Common state of the title of the contract of t	Human Services	\$24.25	\$ \$30.3	\$36.3	7 11109	6		
Ellinon was continued to the	Human Services	\$24.25	\$30.3	\$36.3	7 1009	6		
THE LOW BUT CASE OF THE PARTY OF		\$24.25	\$30.3	1 \$36.3	7 1009			
Chimico de les alfantasos	Human Services	\$24.24	\$30.3	\$36.3	7 1019			
Change At a constitution of the Street	Human Services	604.2	5 \$30.3	\$36.3	7 1019			
Harris and the substitution	Human Services	\$24.2	5 \$30.3	1 000.0	7 104			_
STREET LIKE DE STREETS ST	Human Services	\$24.2	330.3	1 000.0	7 104	76		_
PERMITTED TO CONTRACT TO CONTR	Human Services	\$24.2	5 \$30.3	1 \$36.3	7 4000	of at a about months in		
Project Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3	1 126	% at or above maximum		-
Project Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3	7 105	%		-
Project Manager	Technology Services	\$24.2	5 \$30.3	1 \$36.3				-
Project Manager	Administration		5 \$30.3					
Project Manager	Health	\$24.2	5 \$30.3	1 \$36.3	7 101			
	Health	\$24.2	5 \$30.3	1 \$36.3	101			
CARREST SPORTET TOUR	Health	\$24.2	5 \$30.3	1 \$36.3	37 101			
A SECTION CONTINUES.	Health	\$24.2	5 \$30.3	1 \$36.3	37 101	%		
Property of the Control of the Contr		\$24.2	5 \$30.3	1 \$36.3	37 101	%		
A SA LED WHI LIDE	Health	\$24.2	5 \$30.3	1 536				
The street of th	Health		5 630.0	1 \$36.3	37 100			_
College Constitution (Williams)	Health	\$24.2	5 \$30.3	4 600	37 100			-
TOTAL CONTROL PARK TO	Health	\$24.2	5 \$30.3	4 600	37 100			-
THE CEMBERNOR	Health	\$24.2	5 \$30.3	336.	37 100			_
Children (March 1977) (1977)	Health	\$24.2	5 \$30.3	\$36.	37 100			-
CHILD STREET, THE CO.	Health		5 \$30.3					-
in the Challe Theory	Health	\$24.2	5 \$30.3	31 \$36.	37 99			_
Concentration of the concentra	Health	\$24.2	5 \$30.3	31 \$36.	37 100			
Register in Probate	Circuit Courts	\$24.2	25 \$30.3	31 \$36.	37 107			
	Human Services	\$242	5 \$30.3	\$1 \$36.	37 91	%		
Marie Indiana Control	Human Services	\$24.2	25 \$30.3	31 \$36.	37 99	%		
Marian San San San San San San San San San S	Human Services	\$24.2	25 \$30.3	31 \$36.	37 96			
E Table 1		\$24	5 \$30.	31 \$36	37 96			
Land Company of the C	Human Services	\$24.7	25 \$30.	31 \$36	37 91			
Congress of the con-	Human Services	\$24.	25 620	24 026				_
Company of the state of the sta	Human Services	\$24.	25 \$30.	31 530.			-	-
	Human Services	\$24.	25 \$30.	31 \$36.				-
Comparison of Tallian II	Human Services	\$24.	25 \$30.	31 330.	37 96			-
	Human Services	\$24.	25 \$30.	31 \$36.				-
	Human Services		25 \$30.					-
Control of the Contro	Human Services		25 \$30.		-	5%		
	Human Services		25 \$30.		37 91	%		
	Human Services	\$24	25 \$30.			%		
traparent term	Human Services	\$24	25 \$30	31 \$36	37 88	3%		
Sometinations		004	25 \$30.	31 636	37 8	5%	- NI - 1 NI - 107	
Littational Trace	Human Services	\$24.	20 300.	34 030	27 0	1%		-
Por Both III Control	Human Services	\$24.	25 \$30.	31 336	37	70		
Total Control Survey	Human Services	\$24.	25 \$30.	31 \$36	.01			
Programmeter in a	Human Services	\$24.	25 \$30	31 \$36	.37 9	1%		_
escision trass	Human Services	\$24.	25 \$30.	31 \$36	.37			
At all major traces	Human Services	\$24.		31 \$36				
		424	25 \$30	31 536	37 8	1%		
Programmed Charge	Human Services	#24	25 \$30	31 \$36	37			
1-4-8000 AV 15	Human Services	\$24.	25 400	24 600	37			
	Human Services	\$24.	25 \$30	04 000	27			-
thapstruct tout-								
inspektivet from	Human Services	\$24.	25 \$30 25 \$30	31 330	101	501		_

Pay Job ange Title	Dant	M	lid	Com		Financial
BENCHMARK POSITIONS	Dept	Min Po	int	Vax Rati	o' Comment	Adjustment (
Registered Minse Registered Minse	Human Services	\$24.25 \$30	31 83	6.37 969	4	
Respectived Noise	Human Services	\$24.25 \$30		6.37 969		
Registered Marso	Human Services	\$24.25 \$30	31 \$3	6.37 113		
Registered Nura	Human Services	\$24.25 \$30	31 \$3	6.37 113		
Registered Union	Human Services	\$24.25 \$30		6.37 112		
Registered Name	Human Services	\$24.25 \$30	.31 \$3	6.37 113		
Registered blursa	Human Services	\$24.25 \$30		6.37 112	%	
Registered Naisa	Human Services	\$24.25 \$30		6.37 113	%	
Registered Nerse	Human Services Human Services	\$24.25 \$30		6.37 112		
Registered Norse	Human Services	\$24.25 \$30	.31 \$3	6.37 113		
Registered Norse	Human Services	\$24.25 \$30	.31 \$3			
Registrina Naiso Registrad Naiso	Human Services	\$24.25 \$30 \$24.25 \$30	31 \$3	6.37 1139		
Risk Specialist	Human Services	\$24.25 \$30		6.37 1139		
Supplied Fundamental State of the State of t	Administration	\$24.25 \$30		6.37 1179		
Semial Financial Analysi Suther Financial Analysi	Administration	\$24.25 \$30.		6.37 93%		
DOMER FROM CONTRACTORS	Administration	\$24.25 \$30.		6.37 1039		
Serie + Empremi Applyet	Administration	\$24.25 \$30.		6.37 98%		
Senior Emancial Analyst	Administration	\$24.25 \$30.	31 \$3	6.37 98%		
of)these i manuari surpriser	Administration	\$24.25 \$30.		6.37 98%		
Settam Entarction Amplicat	Board Office	\$24.25 \$30.	31 \$3	6.37 1049		
Senior Planner	Public Works Planning	\$24.25 \$30.	31 \$3			
Senior Planner	Planning	\$24.25 \$30.		6.37 1049		
Senior Planner	Planning	\$24.25 \$30.		6.37 1019		
Senior Planner	Planning	\$24.25 \$30.		6.37 96%		
Senior Planner	Planning	\$24.25 \$30.		3.37 89%		
Motorin's purple officer	Veterans Office	\$24.25 \$30. \$24.25 \$30.		3.37 89%		
		\$24.25 \$30.	31 33	5.37 96%	-	
Facelity & County Conditions			-			
Business Development Analyst	Human Resources	\$22.55 \$28.	19 \$30	3.82 1109		
SOURCE HOUSE FOR THE COLUMN TO SEE STATE OF THE COLUMN TWO SEEDS OF THE COLUMN	Port & Resource Recovery	\$22.55 \$28.	19 \$33	8.82 1159		
COORDINATED PROVIDE FOR A 2014	Health	\$22.55 \$28.	19 \$33	3.82 91%		
Latter Drufe Health False and	Health	\$22.55 \$28.	19 \$33	3.82 83%		
C. MORRIGORIA PRINCIPLE Education	Health	\$22.55 \$28.	19 \$33	3.82 81%		
Community Health Educates	Health	\$22.55 \$28.	19 \$33	3.82 81%		
COMMUNIC HOLD EATERNESS	Health Health	\$22.55 \$28.	19 \$33	3.82 81%		
Elicitrician (Master)	Airport	\$22.55 \$28.	19 \$33	3.82 81%		
Eloctorian (Master)	Airport	\$22.55 \$28.1	19 \$33	.82 109%		
Eliochicum (Master	Public Works	\$22.55 \$28.	19 \$33	.82 107%		
Encine at Analysis	Administration	\$22.55 \$28.1	19 \$33	.82 109%		
Financial Analysi Financial Analysi	Treasurer Office	\$22.55 \$28.1 \$22.55 \$28.1	19 \$33	.82 96%		
Paritical Analysi	Administration	\$22.55 \$28.1	19 \$33	.82 82%		
Francial Artifica	Administration	\$22.55 \$28.1	10 633	.82 96%		
Eigeneral Ampliest	Clerk of Courts	\$22.55 \$28.1	0 633	.82 93% .82 100%		
Operations and Maintenance Supervisor	Human Services	\$22.55 \$28.1	0 \$33	.82 112%		
Operations and Maintenance Supervisor Operations and Maintenance Supervisor	Airport	\$22.55 \$28.1	9 233	.82 100%		
Purchasing Specialist	Airport	\$22.55 \$28.1	9 \$33	.82 98%		
- San	Administration		9 \$33			
			+ 400	110%		
Building Services Supervisor	15.11					
Child Support Supervisor	Public Works	\$20.97 \$26.2	1 \$31	.46 106%		
Child Support Supervisor	Child Support Child Support	\$20.97 \$26.2	1 \$31	46 92%		
Clinical Lab Services Supervisor	Human Services	\$20.97 \$26.2	1 \$31.	46 92%		
pro-tions Corporal	Sheriff	\$20.97 \$26.2	1 \$31.	46 106%		
Contentions Corporal	Sheriff	\$20.97 \$26.2	1 \$31.	46 95%		
arrotheris Corporal	Sheriff	\$20.97 \$26.2	1 \$31.	46 95%		
Control from Corporat	Sheriff	\$20.97 \$26.2	1 531.	46 95%		
Corrections Corporal Corrections Corporal	Sheriff	\$20.97 \$26.2				
otrechors Corporal	Sheriff	\$20.97 \$26.2 \$20.97 \$26.2	1 \$31.			
carris terre Exepteral	Sheriff	\$20.97 \$26.2	1 \$31.			
Surce Berry Corporal	Sheriff	\$20.97 \$26.2	1 \$31.			
renoment Coppilal	Sheriff	\$20.97 \$26.2	1 \$31	46 95%		
conclusive Convital	Sheriff	\$20.97 \$26.2				
Entertainer, Corporati	Sheriff	\$20.97 \$26.2	1 \$31.			
consistency appoint	Sheriff	\$20.97 \$26.2	1 \$31.			
Americana Carporn	Sheriff	\$20.97 \$26.21	1 \$31.			
эместоне Сафици	Sheriff Sheriff	\$20.97 \$26.21	1 \$31.	46 96%		
CONTRIBUTES COMPONE	Sheriff	\$20.97 \$26.21	1 \$31.	46 96%		
Cris hops Caprical	Sheriff	\$20.97 \$26.21	\$31.	46 96%		
otroctions cosperal	Sheriff	\$20.97 \$26.21	\$31.			
rate Bons Corporal	Sheriff	\$20.97 \$26.21	\$31.4	46 96%		
precisins Darparal	Sheriff	\$20.97 \$26.21	\$31.4	16 96%		
conomic Support Supervisor	Human Services	\$20.97 \$26.21	\$31.4	16 96%		
conomic Support Supervisor	Human Services	\$20.97 \$26.21	\$31.4	6 92%		
conomic Support Supervisor	Human Services	\$20.97 \$26.21	\$31.4	6 92%		
conomic Support Supervisor	Human Services	\$20.97 \$26.21 \$20.97 \$26.21	\$31.4	6 92% 6 98%		

Job Title		A CHARLES THE TOTAL CONTINUE	Comment	
Title	Dept 2		and the second	(all Essaintenance)
The state of the s	Human Services	\$20.97 \$26.21 \$31.46 107%		
Health Information Services Coordinator	Human Services	\$20.97 \$26.21 \$31.46 118%	pproaching maximum	
Smith we come on a section in a	District Attorney	\$20.97 \$26.21 \$31.46 82%		
age to a operate	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 108%		
operations appears		\$20.97 \$26.21 \$31.46 108%		
Operation and the second	Human Services	\$20.97 \$26.21 \$31.46 92%		
Control of the Contro	Public Works	\$20.97 \$26.21 \$31.46 95%		
Approaches application in	Clerk of Courts	\$20.97 \$26.21 \$31.46 97%		
Constitution and Relative	Public Safety Communications	\$20.97 \$26.21 \$31.46 97%		
a president of exercise	Golf Course	\$20.97 \$26.21 \$31.46 98%		
specialization of the second s	Public Safety Communications			
i martiture into se	Public Safety Communications			
appropriate to the state of the	Public Safety Communications	Ψ2.0.0. Ψ2.0.2. + 0.		
permitted the fire	Public Safety Communications			
Control operation	Public Safety Communications			
portifican open	NEW Zoo & Parks	Q20.0.		
de tille and the second	Human Services	\$20.97 \$26.21 \$31.46 87%		
appoint of the state of the sta	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 86%		
aportion update	Courts	\$20.97 \$26.21 \$31.46 86%		
	NEW Zoo & Parks	\$20.97 \$26.21 \$31.46 94%		
Harrison of the same	Planning	\$20.97 \$26.21 \$31.46 113%		
Planner	Planning	\$20.97 \$26.21 \$31.46 87%		
Planner	Planning	\$20.97 \$26.21 \$31.46 83%		
Planner		\$20.97 \$26.21 \$31.46 81%		
Planner	Planning	\$20.97 \$26.21 \$31.46 81%		
Planner	Planning	\$20.97 \$26.21 \$31.46 82%		
Planner	Planning	\$20.97 \$26.21 \$31.46 131%	at or above maximum	
Planner	Public Works	\$20.97 \$26.21 \$31.46 106%		
Planner	Public Works	\$20.97 \$26.21 \$31.46 106%		
Second Control (40) - par core per una	Human Resources	\$20.97 \$26.21 \$31.46 97%		
Shelter Care Supervisor	Human Services	\$20.97 \$26.21 \$31.46 97%		
Shelter Care Supervisor	Human Services	\$20.97 \$26.21 \$31.46 108%		
		1000		
Chief Deputy	County Clerk	\$19.50 \$24.38 \$29.25 102%		
Chief Deputy	Register of Deeds	\$19.50 \$24.38 \$29.25 102%		
Chief Deputy	Treasurer	\$19.50 \$24.38 \$29.25 108%		
	Land and Water Con	\$19.50 \$24.38 \$29.25 107%		
Company of the particle of	Land and Water Con	\$19.50 \$24.38 \$29.25 104%		
THREE BOTTON	Land and Water Con	\$19.50 \$24.38 \$29.25 89%		
mountain to make	Land and Water Con	\$19.50 \$24.38 \$29.25 101%		
- DESCRIPTION (TATAO)	Land and Water Con	\$19.50 \$24.38 \$29.25 101%		
Choose Mor Beecode	Land and Water Con	\$19.50 \$24.38 \$29.25 101%		
Doodings a alicentic		\$19.50 \$24.38 \$29.25 124%	at or above maximum	
THEORY MODERNING	Land and Water Con	\$19.50 \$24.38 \$29.25 82%		
Education Specialist	NEW Zoo & Parks	\$19.50 \$24.38 \$29.25 87%		
Education Specialist	Museum			
Electrician (Journey)	Public Works	\$19.50 \$24.38 \$29.25 107% \$19.50 \$24.38 \$29.25 88%		
traginal curry for books in	Planning			
E Lighter than part or market	Public Works	\$19.50 \$24.38 \$29.25 107%		
Tabilia maja samuran	Public Works	\$19.50 \$24.38 \$29.25 107%		
Little Continued in Little 1 in	Public Works	\$19.50 \$24.38 \$29.25 101%		
Medical Technologist	Human Services	\$19.50 \$24.38 \$29.25 104%		
Medical Technologist	Human Services	\$19.50 \$24.38 \$29.25 89%		
	Museum	\$19.50 \$24.38 \$29.25		
Museum Specialist	Museum	\$19.50 \$24.38 \$29.25 1019	6	
Museum Specialist	Technology Services	\$19.50 \$24.38 \$29.25 127%	lat or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 127%	6 at or above maximum	
Programmer		\$19.50 \$24.38 \$29.25 127%	6 at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 1279	6 at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 1239	6 at or above maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 1179	4 approaching prayanting	
Programmer	Technology Services	\$19.50 \$24.38 \$29.25 1177 \$19.50 \$24.38 \$29.25 1169	A porcoactutus maximum	
Programmer	Technology Services	\$19.50 \$24.38 \$29.23 110°	/ 2000000000000000000000000000000000000	
Programmer	Technology Services		6 approaching nuxumim	
Radio Communications Specialist	Public Safety Communication	s \$19.50 \$24.38 \$29.25 105°	70	
Recreation Therapist	Human Services	\$19.50 \$24.38 \$29.25 1159	70	-
Resource Recovery Specialist	Port & Resource Recovery	\$19.50 \$24.38 \$29.25 1059	/6	
Resource Recovery Specialist	Port & Resource Recovery	\$19.50 \$24.38 \$29.25 99%		
	Human Services	\$19.50 \$24.38 \$29.25 899		
	Human Services	\$19.50 \$24.38 \$29.25 1149		
	Human Services	\$19.50 \$24.38 \$29.25 115	%	
- 10 Company	Human Services	\$19.50 \$24.38 \$29.25 899		
The later		\$19.50 \$24.38 \$29.25 899		
N. 19 1 2 2 1	Human Services	\$19.50 \$24.38 \$29.25 899		
	Human Services	\$19.50 \$24.38 \$29.25 899 \$19.50 \$24.38 \$29.25 899		
to the first term of the first	Human Services			
1 - 1 - 1	Human Services	\$19.50 \$24.38 \$29.25 899		-
acra dules	Human Services	\$19.50 \$24.38 \$29.25 899		
Company of 1994 a	Human Services	\$19.50 \$24.38 \$29.25 899	6	
	Human Services	\$19.50 \$24.38 \$29.25 897		
Establishment -		\$19.50 \$24.38 \$29.25 899		
ELECTRICATION	Human Services	\$19.50 \$24.38 \$29.25 899		
SAMMING.	Human Services	\$19.50 \$24.38 \$29.25 909		
	Human Services			-
Carlotte Maria	Human Services	\$19.50 \$24.38 \$29.25 90%	4	

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 59th PERCENTILE BENCHMARK POSTIONS (2.13,2015)

Pay Job linge Title BENCHEIARK POSITIONS	Dept	Mid Min Point	Com Max Ratio		Impact of Financial Adjustment	Qu
Social Weaker	Human Services	\$19.50 \$24.38	\$29.25 90%			
Constitution of	Human Services	\$19.50 \$24.38	\$29.25			-
So will Perdie	Human Services Human Services	\$19.50 \$24.38				
Control Montes	Human Services	\$19.50 \$24.38 \$19.50 \$24.38				
Security of the second	Human Services	\$19.50 \$24.38	\$29.25 96% \$29.25 96%			
5 Live White	Human Services		\$29.25 97%		-	-
Secret Content	Human Services		\$29.25 97%			
Smint Worker	Human Services		\$29.25 97%			
BUTTON ISTORIAL	Human Services Human Services		\$29.25 1039			
Street William	Human Services		\$29.25 1049			
Service Avolves Service Avolves	Human Services	\$19.50 \$24.38 \$19.50 \$24.38				
polyal dynamic	Human Services		\$29.25 1049			
per kill diretteri.	Human Services Human Services		\$29.25 1049			-
Ten all decition	Human Services		\$29.25 1049			
TO SECULIAR STATE OF THE SECULIAR STATE OF T	Human Services		\$29.25 1049 \$29.25 1049			
To the Arithm	Human Services		\$29.25 115%			
annet Service	Human Services	\$19.50 \$24.38	\$29.25 115%			
- 1 fet Scritter	Human Services Human Services	\$19.50 \$24.38	\$29.25 115%			
ing of Worker	Human Services	\$19.50 \$24.38 \$19.50 \$24.38	\$29.25 115%			
Samuel Manager	Human Services		\$29.25 115% \$29.25 115%			
State Of the said	Human Services	The second secon	\$29.25 115%			
One of Charles	Human Services		\$29.25 115%			
	Human Services Human Services	\$19.50 \$24.38	\$29.25 115%			
La tar Santa a	Human Services		529.25 119%	approaching maximum		
Total Volker	Human Services	\$19.50 \$24.38 \$ \$19.50 \$24.38 \$	529.25 119% 529.25 119%	approaching maximum		- 8
TROUVERSU	Human Services			approaching maximum approaching maximum		
FOR THE WOORKER	Human Services	The state of the s	29.25 115%	rapproaching maximum		
SOUGH WARKE	Human Services			approaching maximum		_
SOURIEMARKES	Human Services	\$19.50 \$24.38 \$	29.25 119%	approaching maximum		
Social Morror	Human Services Human Services	\$19.50 \$24.38 \$	29.25 122%	at or above maximum		-
South Maker South Action	Human Services	\$19.50 \$24.38 \$ \$19.50 \$24.38 \$		at or above maximum		- (
Longit Moreko	Human Services	\$19.50 \$24.38 \$	29.25 123%	at or above maximum		. 6
Scioni Walanci	Human Services			at or above maximum		
Boctot (Mooks)	Human Services	\$19.50 \$24.38 \$	29.25 123%	at or above maximum		6
Social Misters	Human Services Human Services	\$19.50 \$24.38 \$	29.25 123%	at or above maximum		6
Control According	Human Services	\$19.50 \$24.38 \$		at or above maximum		6
Branch Branch	Human Services	\$19.50 \$24.38 \$ \$19.50 \$24.38 \$		at or above maximum		6
- DR STORES	Human Services	\$19.50 \$24.38 \$		at or above maximum at or above maximum		6
Since Writers	Human Services	\$19.50 \$24.38 \$	29.25 129%	at or above maximum		6
San ett Dorken	Human Services			at or above maximum		- 6
of life Vertical	Human Services Human Services		29.25 129%	at or above maximum		- 6
Security Controls	Human Services		29.25 129%	at or above maximum		6
To a full venture	Human Services		29.25 129% 29.25 129%	at or above maximum		6
Social Ambien	Human Services		29.25 129%	at or above maximum at or above maximum		- 6
Secretary Control	Human Services	\$19.50 \$24.38 \$	29.25 129%	at or above maximum		6
Service Constant	Human Services	\$19.50 \$24.38 \$	29.25 129%	at or above maximum		6
or of Tourist	Human Services Human Services	\$19.50 \$24.38 \$	29.25 129%	at or above maximum		6
on tal Symbols	Human Services	\$19.50 \$24.38 \$3 \$19.50 \$24.38 \$3	29.25 129%	at or above maximum		6
Company where	Human Services	\$19.50 \$24.38 \$3		at or above maximum at or above maximum		6
Select Control	Human Services	\$19.50 \$24.38 \$2	29.25 129%	at or above maximum		6
- THE STREET	Human Services	\$19.50 \$24.38 \$2	29.25 129%	at or above maximum		6
Control of the second	Human Services Human Services	\$19.50 \$24.38 \$2	29.25 129%	at or above maximum		6
To a Sill Straken	Human Services	\$19.50 \$24.38 \$2	29.25 129%	at or above maximum		6
and Makes	Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2	9.25 129%	at or above maximum		6
and Angles	Human Services		9.25 129%	at or above maximum at or above maximum		6
or in what	Human Services		9.25 129%	at or above maximum		6
Sterral Strigger	Human Services	\$19.50 \$24.38 \$2	9.25 129%	at or above maximum		6
Shapp * Pake	Human Services	\$19.50 \$24.38 \$2	9.25 129%	et or above maximum		6
Spirit Arakin	Human Services Human Services	\$19.50 \$24.38 \$2	9.25 129%	at or above maximum		6
Substance Abuse Counselor Substance Abuse Counselor	Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2	9.25 85%			1
Substance Abuse Counselor Substance Abuse Counselor	Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2	9.25 89%			2
Substance Abuse Counselor	Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2	9.25 89% 9.25 89%			2
Substance Abuse Compolor	Human Services	\$19.50 \$24.38 32	9.25 104%			2
Substance Abuse Counsalor	Human Services	\$19.50 \$24.38 \$2	9.25 115%			3
Substance Abuse Counselor	Human Services	\$19.50 \$24.38 \$2	9.25 115%			5
ubstance Abuse Counselor	Human Services Human Services	\$19.50 \$24.38 \$2	9.25 119%	pproaching maximum		5
ubstance Abuse Counselor	Human Services	\$19.50 \$24.38 \$2	9.25 129%	or above maximum		6
ystems Specialist	Human Resources	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2	0.20 135% E	I of above maximum		6

y ne	Job Title	Dept	Impact of Mid Compa Financial Min Point Max Ratio* Comment Adjustment C	Quinti
E	ENCHMARK POSITIONS	Liver Consisse	519.50 \$24.38 \$29.25 114%	5
S	vstems Specialist	Human Services Public Safety Communications	19.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	Public Safety Communications	619.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	Public Safety Communications	\$19.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	Public Safety Communications	\$19.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	Public Safety Communications	\$19.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	Public Safety Communications	\$19.50 \$24.38 \$29.25 97%	2
T	elecommunications Operator III	District Attorney	\$19.50 \$24.38 \$29.25 108%	4
V	/ictim/Witness Coordinator *	District Attorney		_
4				
١.	Office of the original original original original original original original original original	Airport	\$18.14 \$22.67 \$27.21 106%	4
Α	Airport Operations Officer	Sheriff	\$18.14 \$22.67 \$27.21 109%	4
-	ALCOHOLOGICO	Sheriff	\$18.14 \$22.67 \$27.21 109%	4
-		Sheriff	\$18.14 \$22.67 \$27.21 109%	4
	The Best of March	Sheriff	\$18.14 \$22.67 \$27.21 109%	4
-1	HOUSER THE PERSON	Sheriff	\$18.14 \$22.67 \$27.21 109% \$18.14 \$22.67 \$27.21 109%	4
-1	AND REPORTED IN CO.	Sheriff		4
-	page metal 200 tts	Sheriff	\$18.14 \$22.67 \$27.21 109% \$18.14 \$22.67 \$27.21 105%	3
-	PACK ALM DISE	Sheriff		- 3
-	10 ESTAN 100 EST	Sheriff	\$18.14 \$22.67 \$27.21 105%	3
-1	And the first of the control of the	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	N. Carlotte	Sheriff	\$18.14 \$22.67 \$27.21 105%	
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	
-1		Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%	
-1	1 10 10 1	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%	
-	6- H 60-H-0	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%	
1	The first the same of the same	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	The Cartin Marks	Sheriff	\$18.14 \$22.67 \$27.21 105%	
		Sheriff	\$18.14 \$22.07 \$27.21 105%	
	Augustical Company of the Company of	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	para Side (p. Cellin 19)	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	mar Sent in Cofficient	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	INTERNIOR EMISSE	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	AND THE REAL PROPERTY.	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	may have a different	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	to home the	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	Constitution of the con-	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	Late to see pro- Hills and	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	SHOWARD Mari	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	Constitution Black	Sheriff Sheriff	\$18.14 \$22.67 \$27.21 105%	
	a surface of the surf	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	Committee of a Military		\$18.14 \$22.67 \$27.21 105%	
1	an fema Mer	Sheriff Sheriff	\$18.14 \$22.67 \$27.21 105%	
1	an draid their	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	The state of the s	Sheriff	\$18.14 \$22.67 \$27.21 105%	
		Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-4		Sheriff	\$18.14 \$22.67 \$27.21 105%	-
_1	Company of the compan	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-	A CONTRACTOR OF THE CONTRACTOR	Sheriff	\$18.14 \$22.67 \$27.21 105%	+-
		Sheriff	\$18.14 \$22.67 \$27.21 105%	+
\dashv	to the same of the	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
	The state of the s	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	-
_	Anna Service Marco	Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-	From the A. Ottorio.	Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-	medical flags	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-		Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-	Toronton Bene	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-	Harriston Harris	Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-	Tank Court West	Sheriff	\$18.14 \$22.67 \$27.21 105%	-
	The state of the s	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
_	Total Marchaelle (Inc.)	Sheriff	\$18.14 \$22.67 \$27.21 105% \$18.14 \$22.67 \$27.21 105%	+
	Transcon Marie Marie	Sheriff		-
_	pro-transfer officers	Sheriff		_
	- transferred a different	Sheriff		-
_	contraction and There	Sheriff		-
	been mande offered	Sheriff		-
	Sinc form officers	Sheriff		
-	zara-etimean sulfision	Sheriff		+
	TO ANY ENGLISHMENTS	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-	Livia ne da Ettina -	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
_	THE REAL PROPERTY.	Sheriff	\$18.14 \$22.67 \$27.21 105%	-
-	- temper (where	Sheriff	\$18.14 \$22.67 \$27.21 105%	+
-	core boron affa (*	Sheriff	\$18.14 \$22.67 \$27.21 105%	
	nmontonia Office (Sheriff	\$18.14 \$22.67 \$27.21 105%	

Pay Job	TO PARTY TO THE PARTY.	include the state of the state	VINDE VERSION	works allowed to be a	MALDITUDE OF THE	
Range	Dept	Mld Min Point	Comp Max Ratio	THE RESIDENCE OF THE PARTY OF T	Impact of Financial	
BENCHMARK POSITIONS Correctional Different		Maria Telephote	Wax Ratio	Comment	Adjustment	Quintile
Large house officer	Sheriff Sheriff		27.21 105%			3
- Off (= froma) Cifficor	Sheriff		\$27.21 105% \$27.21 100%			3
Correctional Officer	Sheriff	\$18.14 \$22.67 \$	27.21 100%			3
Correctional Officer	Sheriff Sheriff		27.21 100%			3
Correctional Officer	Sheriff		27.21 100% 27.21 95%			3
Cottes tional Officer Cottes honal Officer	Sheriff		27.21 93%			2
Correctional Cifficer	Sheriff Sheriff		27.21 93%			2
Correctional Officer	Sheriff	\$18.14 \$22.67 \$ \$18.14 \$22.67 \$	27.21 93% 27.21 93%			2
Correctional Officer	Sheriff	\$18.14 \$22.67 \$				2
Correctional Offices	Sheriff Sheriff		27.21 93%			2
Serre stimat Officer Serre stimat Officer	Sheriff		27.21 93% 27.21 93%			2
Lamestional Office	Sheriff	\$18.14 \$22.67 \$	27.21 91%			2
Corres Historia Ciffico II	Sheriff Sheriff		27.21 91% 27.21 91%			2
Connectional Officer	Sheriff		27.21 91% 27.21 91%			2
Correctional Officer	Sheriff	\$18.14 \$22.67 \$	27.21 91%			2
Correctional coffices	Sheriff Sheriff		27.21 91% 27.21 91%			2
Official Officer	Sheriff	\$18.14 \$22.67 \$	27.21 91%			2 2
Correctional Official	Sheriff Sheriff	\$18.14 \$22.67 \$	27.21 88%			1
Courtestantia Officer	Sheriff		27.21 88% 27.21 88%			1
Countries Officer	Sheriff		27,21 88%			1
(Micchonal Come)	Sheriff Sheriff		27.21 88%			1
ottechonal Office).	Sheriff		27.21 84% 27.21 84%			1
Correctional Officer	Sheriff		27.21 84%			1
Surfactional Officer	Sheriff Sheriff		27.21 84%			1
Enrochings Officer	Sheriff		27.21 84% 27.21 84 %			1
Correctional Officers Correctional Officers	Sheriff		27.21 84%			1
Currectional Officer	Sheriff Sheriff		27.21 84%			1
Correctional Officer	Sheriff		27.21 84% 27.21 84%			1
Connectional Offices	Sheriff		27.21 84%			1 1
Correctional Officer	Sheriff Sheriff		27.21			
2.900/ficinal Officer	Sheriff		27.21 27.21			
Correctional Officer	Sheriff	\$18.14 \$22.67 \$2				
Correspond Officer	Sheriff Sheriff	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2				
Correctional Officer	Sheriff		27,21 27.21			
Carrectional Officer	Sheriff	\$18.14 \$22.67 \$2	27.21			
Catto houst Officer.	Sheriff Sheriff	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	27.21			
Cortes Secal Officer	Sheriff		27.21 105% 27.21 105%			3
Correctional Officer	Sheriff	\$18.14 \$22.67 \$2	27.21 105%			3
Correctional Official	Sheriff Sheriff	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	27.21 105% 27.21 93%			3
Land Reparter Land Reparter	Circuit Courts	\$18.14 \$22.67 \$2	27.21 90%			2
Data Telecommunications Specialist	Circuit Courts	\$18.14 \$22.67 \$2				1
GIS & Database Analyst	Technology Services Planning	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2		at or above maximum		6
France Resources Communics France Forsing on Communics	Human Resources	\$18.14 \$22.67 \$2				4
Law Clerk	Human Resources Circuit Courts	\$18.14 \$22.67 \$2				4
Law Clerk	Circuit Courts	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2				2
thiotomic a Service (decham)	Public Works	\$18.14 \$22.67 \$2	27.21 100%			3
Ethiotoxanico Servico Mochanic	Public Works Public Works	\$18.14 \$22.67 \$2		at or above maximum		6
Charlemanes Service Mechans Charlemanes Service Mechanic	Public Works	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	27.21 97% 27.21 97%			3
Attenuogen Service Mechanic I	Public Works	\$18.14 \$22.67 \$2	7.21 94%			2
Educationatica Survey of Machines	Public Works Public Works	\$18.14 \$22.67 \$2				3
Electronance Service Mor Lane Santonance Service Mor hance	Public Works	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	27.21 97%			
Examination Service Mechanic	Public Works	\$18.14 \$22.67 \$2	7.21 97%			3
Charles	Public Works Airport	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2				
Mo Paris. Declaris	Airport	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	7.21 100% 7.21 100%			3
Mechanic	Airport	\$18.14 \$22.67 \$2	7.21 100%			3
Mechanic	Airport Airport		7.21 100%			3
Mechanic Monthanic	Sheriff		7.21 103% 7.21 109%			3
Medianic	Public Works	\$18.14 \$22.67 \$2	7.21 107%			4
Resource	Public Works Public Works	\$18.14 \$22.67 \$2 \$18.14 \$22.67 \$2	7.21 103% 7.21 103%			3
		14.00.14 422.01 \$2	1.21 [10376]			3

Job Title	Dept	Mid Compa Min Point Max Ratio* Comment	Financial Adjustment Quir
BENCHMARK POSITIONS		\$18.14 \$22.67 \$27.21 103%	
1.6 (1.40)	Public Works	\$18.14 \$22.67 \$27.21 103%	
Egyerenne	Public Works	\$18.14 \$22.67 \$27.21 103%	
No TONI	Public Works Public Works	\$18.14 \$22.67 \$27.21 103%	
PACIFICAL CONTRACTOR C	Public Works	\$18.14 \$22.67 \$27.21 103%	
1 (a - 1 a) iii	Public Works	\$18.14 \$22.67 \$27.21 103%	
19-100-	Public Works	\$18.14 \$22.67 \$27.21 103%	
1.9-(1.10)	Sheriff	\$18.14 \$22.67 \$27.21 101%	
Na turn	Golf Course	\$18.14 \$22.67 \$27.21 79% below minimum	\$288
Charles and the case	Museum		
Cardinal Professional	Museum	\$18.14 \$22.67 \$27.21 \$18.14 \$22.67 \$27.21 122% at or above maximum	
Network Support Specialist	Technology Services	\$18.14 \$22.67 \$27.21 122% at or above maximum	
Network Support Specialist	Technology Services	\$18.14 \$22.67 \$27.21	
Network Support Specialist	Technology Services Corporation Counsel	\$18.14 \$22.67 \$27.21 82%	
F=-0-10	Courts	\$18.14 \$22.67 \$27.21 97%	
(M. M. 11)	Courts	\$18.14 \$22.67 \$27.21 97%	
ft m 177,	Courts	\$18.14 \$22.67 \$27.21	
A WARTE	Courts	\$18.14 \$22.67 \$27.21 97% \$18.14 \$22.67 \$27.21 97%	
5 p.m-p.	Courts		
a warn	Courts	\$18.14 \$22.67 \$27.21 97% \$18.14 \$22.67 \$27.21 97%	
	Courts	\$18.14 \$22.67 \$27.21 97% \$18.14 \$22.67 \$27.21 97%	
Para die 100	Courts	\$18.14 \$22.67 \$27.21 97%	
THE REAL PROPERTY AND ADDRESS OF THE PARTY AND	Courts	\$18.14 \$22.67 \$27.21 91%	
Park Services Specialist	NEW Zoo & Parks	\$18.14 \$22.67 \$27.21 91%	
Park Services Specialist	NEW Zoo & Parks Planning	\$18.14 \$22.67 \$27.21 111%	
Little of Lordent Bank of the	Register of Deeds	\$18.14 \$22.67 \$27.21 82%	
Allowed the thing of any other	Register of Deeds	\$18.14 \$22.67 \$27.21 82%	
to and a country of the	Planning	\$18.14 \$22.67 \$27.21 111%	
today not be as	Public Safety Communication	s \$18.14 \$22.67 \$27.21 92%	
The state of the s	Public Safety Communicatio	s \$18.14 \$22.67 \$27.21 97%	
Antonio minimo de ser superiore de la composição de la co	Public Safety Communicatio	s \$18.14 \$22.67 \$27.21 97%	
- La servicio dina Esperante d	Public Safety Communicatio	is \$18.14 \$22.67 \$27.21 97%	
the common date Operator to	Public Safety Communicatio	ns \$18.14 \$22.67 \$27.21 97%	
To be a common order Tipe a 20 to to	Public Safety Communication	15 \$10,14 \$22.5	
role entirem data: Operative (Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
Tail Annuages Dates Operation	Public Safety Communication	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
the ministration of the case of	Public Safety Communication	13 410.17 4	
Communication of Sportable II	Public Safety Communication Public Safety Communication		
CONTRACTOR OF THE PROPERTY OF	Public Safety Communication Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
Or mesons done Operation	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
or the minimum datas. Minimum	Public Safety Communication Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
ing - william these characters	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
Julie - Alliance Britan Shedding	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
pont produces of the confidence	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
the manner state (perstate)	Public Safety Communication	os \$18.14 \$22.67 \$27.21 97%	
Town Statement Special Control of the Control of th	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
tree more and the Office of the Control of the Cont	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
The continue of the Open design	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
The results of a specific	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 97%	
Salida canada de canada de la factiona del la factiona de la facti	Public Safety Communication	ns \$18.14 \$22.67 \$27.21 9776	
Laboratoria de la Appetita de	Public Safety Communicati	ns \$18.14 \$22.67 \$27.21 \$776	
Transferomentary Specialist	Public Safety Communicati	ons \$18.14 \$22.67 \$27.21 97%	
Section represents of time - partition is	Public Safety Communicati	115 PT 11 PD 07 PD 104 DE9/	
Comparation of the Property of Management of	Public Safety Communicati		
in a communication of a fallor fil.	Public Safety Communicati	ons \$18.14 \$22.67 \$27.21 95%	
The recumination of the same that the same the	Public Safety Communicati	715 015 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
to a commone openie alban que a	Public Safety Communicati Public Safety Communicati	713 4 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	
Transmissional designation	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 94%	
Tana communications (position)	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 77% below minimum	\$1,426
See communications (Estable)	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
To be a minimum of our of the affect of	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
concumum opens dangers	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
ross cromorcalinus (grantis)	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
consumation and all and the	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
Бах попения десейст	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 93%	
The recommendation pooler	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 92%	
тем полиновитови производи	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 92%	-
ино нашис-явля разли	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 92%	
CONTROL MANUAL AND	Public Safety Communicat	ons \$18.14 \$22.67 \$27.21 92%	+
рани онитанизист Орениот	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 92%	
Demonstration and manus (Design R	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 92%	
Transamougustase Depositorii	Public Safety Communica	ons \$18.14 \$22.67 \$27.21 92%	
the communications Operator	Public Safety Communica	ions \$18.14 \$22.67 \$27.21 92%	
especimental atoms (peritor)	Public Safety Communica	ions \$18.14 \$22.67 \$27.21 93%	
Zookeeper	NEW Zoo & Parks	\$18.14 \$22.67 \$27.21 91%	
	NEW Zoo & Parks	\$18.14 \$22.67 \$27.21 91%	

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pa Ran	Job			Mid		Comp		Impact of Financial	
	BENCHMARK POSITIONS	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Quintile
14	Administration Assistant II Administration Assistant II	Administration	\$16.87	\$21.08	\$25.30	101%			3
	Administrative Assistant in	Airport Board Office	\$16.87	\$21.08		110%			4
-	Administration Assistant II Administration Assistant is	Child Support	\$16.87 \$16.87	\$21.08 \$21.08		88% 95%			1 2
	Administrative Assistant is	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Adamhistrative Assistant II	Child Support Child Support	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	89%			
-	Administrative Assistant II Administrative Assistant II	Human Resources	\$16.87	\$21.08		111%			1 4
	(A(30))minsfriatory Assershment	County Clerk County Clerk	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assessment	Executive	\$16.87	\$21.08 \$21.08	\$25.30 \$25.30	96%			2 2
	Attimostrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	96%			2
_	6 fromstratoa: Assesser II	Human Services Human Services	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	85% 86%			1
-	Administration Assistant II Administration Assistant II	Human Services	\$16.87	\$21.08	\$25.30	115%			5
	Administrator Assumances	Human Services Human Services	\$16.87	\$21.08	\$25,30		below minimum	\$115	0
	Administration Association in Administration observation in	Human Services	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	89% 85%			2
	Sedministrativo Sessintant II	Human Services NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	90%			2
	Action astropes Assistant II	Planning	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	80%			1
	Administrative Assistant II Administrative Assistant II	Sheriff Sheriff	\$16.87	\$21.08	\$25.30	93%			2
-	Administration desociant ti	Sheriff Sheriff	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	85% 82%			1
	Administrative Associated II Administrative Associated II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administration Assessment	Sheriff Sheriff	\$16.87 \$16.87		\$25.30	83%			1
-	Authorstrates 45 edgo ii Edmonstrates Acastros II	Sheriff	\$16.87		\$25.30 \$25.30	83%			1
	Administrative Assistant (Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff Technology Services		\$21.08 \$21.08	\$25.30 \$25.30	83% 98%			1
-	Administrative Associant it Leadinal Cooperficient Thoropol Association	Veterans Office		\$21.08	\$25.30	96%			3 2
	certified to applicated They were Assertant	Human Services Human Services		\$21.08	\$25.30	88%			1
-	Department Assistant	Human Services		\$21.08 \$21.08		88% 88%			-1-
	Department Assistant	NEW Zoo & Parks Public Works		\$21.08	\$25.30	80%			1
-	Department Assistant	Public Safety Communications	\$16.87 \$16.87	\$21.08		84% 85%			1_1_
	Department Assistant Department Assistant	Human Services	\$16.87	\$21.08	\$25.30	0070			_1_
	Department Assistant	Planning Corporation Counsel	\$16.87 \$16.87			96%			
	Department Assistant Department Assistant	Sheriff	\$16.87	\$21.08		105%			3
	Department Assistant	Health Airport	\$16.87			108%			4
	Emergency Management Specialist	Public Safety Communications	\$16.87 \$16.87	\$21.08		93%	at or above maximum		6 2
	Surest Sotvaces Coordinator	Human Services NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	115%			5
	2000 CONTRACTOR AND PROPERTY OF	Public Works	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30	84% 108%			1
	THE LOWER THE REPORT IN THE PARTY OF THE PAR	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	to any Exporpropert Operator	Public Works Public Works	\$16.87 \$16.87		\$25.30 \$25.30	108%			4
	AND A TOTAL SPECIAL SP	Public Works	\$16.87	\$21.08	\$25.30	106%			4
	ne ny Egopinoni Operane	Public Works Public Works	\$16.87 \$16.87						4
	1930 - Edopment Operarie	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	rowy Equipment Operator	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			4
	to the Education Operator	Public Works	\$16.87 \$16.87	\$21.08	\$25.30	108% 108%			4
	Anna Company of Company	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	to any Equipmont Operative	Public Works Public Works	\$16.87 \$16.87			108%			4
	и под с фарамен Сригаем	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	in any Equipment Operator	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			4
	614 15 O COMPANY TO PERSON	Public Works	\$16.87 \$16.87	\$21.08	\$25.30	110% 108%			4 4
-	Karry Equipment Operator	Public Works Public Works	\$16.87	\$21.08	\$25.30	108%			4
	WANT TO THE STREET STREET, STR	Public Works	\$16.87 \$16.87	\$21.08	\$25.30	108% 108%			4
		ublic Works	\$16.87	\$21.08	\$25.30	108%			4
	чах с фицинии ородия	ublic Works ublic Works	\$16.87 S	21.08	\$25.30	108%			4
	Sacy Equipment Operator F	ublic Works	\$16.87	21.08	\$25.30	108%			4
-	eavy Equipment Operator	ublic Works ublic Works	\$16.87	21.08	\$25.30	108%			4
	ron Engineering Operator P	ublic Works	\$16.87 S			108%			4
+	1997 Equipment Operator P	ublic Works	\$16.87 \$	21.08	\$25.30	108%			4
	Dava Emillionard Concellor	ublic Works ublic Works	\$16.87 \$ \$16.87 \$	21.08	\$25.30	108%			4
			410.01	rz 1.00	ΨZU-3U	0070			4

į	SHARE THE THE TAX THE	LE BENGHMARK POSTIONS	Impact of	WINCE IN
953	Job	Dept	Mid Compa Financial Min Point Max Ratio Comment Adjustment	Quintil
30	TIME			4
-	SERVE CHARACTER STORY OF THE	Public Works		4
-	to the topped and a partition	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
	teory 4 grapmont (garant)	Public Works	\$16.87 \$21.08 \$25.30 108%	4
-	instry Lipigement April also	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	toursy Exponential pounds	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	money I, quantered Candidate	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%	4
	to any Edited month plantings	Public Works	\$16.87 \$21.08 \$25.30 108%	4
_	Stear Landson Landson	Public Works	\$16.87 \$21.08 \$25.30 108%	4
-1	works dominated districts	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	Stary Edinous III (petition Source Edinous III (petition	Public Works	\$16.87 \$21.08 \$25.30 108%	4
_	A With distances Menerals	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
	ило, т епіріости Тренти	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
	инский рафиясын филар	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	ways I paparent product	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	ne of a permit people	Public Works	\$16.87 \$21.08 \$25.30 106%	4
	or read property of december	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	(4 py) gopowie i grader	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%	4
	w out departed special	Public Works	\$16.87 \$21.08 \$25.30 108%	4
1	desity the founds from	Public Works	\$16.87 \$21.08 \$25.30 108%	4
_	H. Dekastholiment, Annager	Public Works	\$16.87 \$21.08 \$25.30 108%	4
-	open A calculation of Thoraga	Public Works	\$16.87 \$21.08 \$25.30 110%	4
_	enter Ethilbrisati distinte	Public Works	\$16.87 \$21.08 \$25.30 110%	4
	song Equipment Spendin	Public Works	\$16.87 \$21.08 \$25.30 110%	4
	all C, Equipment Operators	Public Works	\$16.87 \$21.08 \$25.30 108%	4
-	mately profession relationship	Public Works	\$16.87 \$21.08 \$25.30 110%	4
-	Character Special Control of Cont	Public Works	\$16.87 \$21.08 \$25.30 113%	4
-1	y as aggrey programment is operating to	Public Works	\$16.87 \$21.08 \$25.30 108%	4
\dashv	Para Arpayermat Cherotoe	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	A. A. Tigagoni of Electric	Public Works	\$16.87 \$21.08 \$25.30 108%	4
-1	the companion of persons	Public Works	\$16.87 \$21.08 \$25.30 106% \$16.87 \$21.08 \$25.30 106%	4
-	Liver Liggment Operation	Public Works		4
T	har proposition spends	Public Works	\$16.87 \$21.08 \$25.30 106% \$16.87 \$21.08 \$25.30 106%	4
	recog Labelle of April 9	Public Works	\$16.87 \$21.08 \$25.30 100% \$16.87 \$21.08 \$25.30 106%	4
	Medico Lagragata and Operation	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
	April Congressor Especials	Public Works	\$16.87 \$21.08 \$25.30 106%	4
	FROM A THING STORMAN ADMINISTRA	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	ARTE T paperson Operation	Airport	\$16.87 \$21.08 \$25.30 105%	3
	Partie Equipment Spirate	Airport	\$16.87 \$21.08 \$25.30 108%	4
	santo Edulament Broups	Airport	\$16.87 \$21.08 \$25.30 108%	4
	SHALL OF THE HORSE AND ADMINISTRA	Airport	\$16.87 \$21.08 \$25.30 108%	4
	Start Children (Dass)	Airport Human Services	\$16.87 \$21.08 \$25.30 103%	3
	Lab Technician	Circuit Courts	\$16.87 \$21.08 \$25.30 94%	2
	At the real parts	Circuit Courts	\$16.87 \$21.08 \$25.30 79% below minimum \$383	
_	reformer and	Circuit Courts	\$16.87 \$21.08 \$25.30 108%	
	ME	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	
		Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	
_	TARREST CONTRACTOR OF THE PARTY			
	His Comment		\$16.87 \$21.08 \$25.30 103%	
	The American	Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%	
	China A California China a Caracter China Accommis	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%	
	Carlo de La cida Carlo de Carlo de Carl	Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%	
	The Account of the County of t	Clerk of Courts Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%	
	The According to the control of the	Clerk of Courts Clerk of Courts Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98%	
	The Action	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96%	
	MA en	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96%	
	MA en	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91%	
	The Armenia The Armenia The Armenia The Armenia	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91%	
	10 A - CHI 12 A - CHI 13 A - CHI 13 A - CHI 13 A - CHI 14 A - CHI 15 A - CHI 16 A - CHI 17 A - CHI 18 A -	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Armen Could Fig. A country of the Armen Country	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The control of the co	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	10 A - CHI 10 A - CHI 1 A D A - CHI 1 A D D CHI 10 A - CHI 10 B A -	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Control of the Co	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Action of the Control of the Con	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The control of the co	Clerk of Courts District Attorney District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The control of the co	Clerk of Courts District Attorney District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The control of the co	Clerk of Courts District Attorney District Attorney District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Control of the Co	Clerk of Courts District Attorney District Attorney District Attorney District Attorney District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The control of the co	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$21.08 \$25.30 91% \$21.08 \$21.08 \$25.30 91% \$21.08 \$21.08 \$25.30 91% \$21.08	
	The control of the co	Clerk of Courts Clerk of Court	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Action of the Control of the Con	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
	The Action of the Control of the Con	Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25.30 91%	
		Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$21.08 \$25.30 91% \$21.08 \$21.08 \$25.30 91% \$21.08 \$21.08 \$21.08	
	The Action of the Control of the Con	Clerk of Courts Clerk of Court	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 99% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 91% \$21.08 \$25.30 91% \$21.08 \$20	
	The Action of the Control of the Con	Clerk of Courts Clerk of Court	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25	
	The Action of the Control of the Con	Clerk of Courts District Attorney Human Services Human Services	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25	
	The Action of the Control of the Con	Clerk of Courts Clerk of Court	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 98% \$16.87 \$21.08 \$25.30 96% \$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 91% \$16.87 \$21.08 \$25	

Pay			A September	(0.10) -W		HCK.		Impact of	Stelles William
Rang	e Title	Dept	Min	Mid Point		Comp Ratio		Financial Adjustment	Outetile
-	SENCHMARK POSITIONS Licensed Practical Native			-	-	Chalebon		Adjustification	Quinde
	Liconsoid Practical Norse	Human Services	\$16.87		\$25.30	94%			2
	acrowed Practical Nurse	Human Services	\$16.87		\$25.30	94%			2
	conside Practical Norse	Human Services Human Services		\$21.08		94%			2
	Compact Practical Norse	Human Services	\$16.87 \$16.87	\$21.08 \$21.08		94%			1
	wansed Pradical Numo	Human Services				9476			2
	Licensed Fractical Norse	Human Services	\$16.87		\$25.30	94%			- 2
	. scowed Practical Numer Licensed Practical Nume	Human Services	\$16.87			94%			2
	ensed Practical Nurse	Human Services	\$16.87			86%			1
	a coised Frantish Numar	Human Services Human Services	\$16.87			94%			2
	Dicensed Practical Norse	Human Services	\$16.87 \$16.87	\$21.08 \$21.08		86% 94%			1
	Network Support Clerk	Technology Services	\$16.87		\$25.30	105%			2
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	83%			3
	Poyron Sponaner	Human Resources	\$16.87	\$21.08	\$25.30	100%			3
	Registered Heath Information Tech (RHIT)	Human Resources	\$16.87	\$21.08	\$25.30	90%			2
	Jese communications Operator !	Human Services Public Safety Communications	\$16.87	\$21.08		93%			2
	Loke attimatic aligns Operated (Public Safety Communications	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30 \$25.30	83%			_ 1
	Less ommune atoms Operator I	Public Safety Communications	\$16.87	\$21.08		83%			1
	Telle communications Operator (Telle communications Operator)	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Teles communications Operator (Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Tele Immunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25,30	83%			1
	Clocommonications Operator (Public Safety Communications Public Safety Communications	\$16.87 \$16.87		\$25.30	83%			1
-		Salety Communications	\$10.87	\$21.08	\$25.30	83%			11
15	Child Street of Co.								
15	China Support Specialist Linki Support Specialist	Child Support	\$15.69		\$23.53	105%			4
	Llold Tuppert Tiperantia	Child Support	\$15.69						4
	Child Support Specialist	Child Support Child Support		\$19.61					4
	Tritis Support Specialisa	Child Support		\$19.61					4
	Unit copport Specialist	Child Support		\$19.61 \$19.61	\$23.53	105% 105%			4
	Child Support Spocialist:	Child Support			\$23.53	105%			4
	Child Support Specialist Cont Support Specialist	Child Support	\$15.69		\$23.53	105%			4
	Child support Sportings	Child Support	\$15.69	\$19.61	\$23.53				4
	Cloud Support Specialist	Child Support	\$15.69	\$19.61	\$23.53				4
	1000 Support Specialist	Child Support Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Total Supplier Specialist	Child Support	\$15.69 \$15.69	\$19.61 \$19.61	\$23.53 \$23.53	102% 104%			3
-	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
-	hild Support Specialist Shift Support Specialist	Child Support		\$19.61	\$23.53	10 170			3
	hild Support Specialist	Child Support		\$19.61	\$23.53	101%			3
	hild Support Specialist	Child Support Child Support				102%			3
1	hild Support Sporting	Child Support				102%			3
	Told Support Specialist	Child Support			\$23.53 \$23.53	102%			3
-	Sperations Assistant Sperations Assistant	Administration		\$19.61		120%			
	Sporations Assistant	Human Services		\$19.61	\$23.53		at or above maximum		5
	perations Assistant	Public Works		\$19.61	\$23.53	123%	at or above maximum		6
V	/ictim/Witness Program Assistant	Human Services District Attorney		\$19.61	\$23.53	112%			4
		Signific Attorney	\$15.09	\$19.61	\$23.53	89%			2
16	- 100 Ch 6								
	and the state	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Count Stock	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	TOTAL CHECK	Human Services Human Services		\$18.24		96%			2
4	C. D. D. D. G.	Human Services		\$18.24		97%			3
- 1	CLUSIOS-CHROC	Human Services		\$18.24 \$18.24		104%			3
		Human Services		\$18.24		90%			3
	y point (lone	Human Services		\$18.24		91%			2
- A	count Clon.		\$14.59	\$18.24	\$21.88	100%			3
-				\$18.24		100%			3
ě.	COLUMN CHARA			\$18.24		10001			
	COUNT CIRO			\$18.24 \$18.24		103% 98%			3
	COUNT Class	Administration	\$14.59			113%			3
	CONTROL CHOICE	Sheriff	\$14.59	\$18.24	\$21.88	106%			5 4
	Colone Charles	luman Services	\$14.59	\$18.24	\$21.88	96%			2
	STREET COLOR			\$18.24		97%			3
	Total Care	The state of the s	\$14.59			97%			3
	ATTEM CHEE	Market Control of Cont	\$14.59 \$14.59			97% 108%			3
	Policia China	luman Services		\$18.24		101%			4
	Dept Chief	luman Services	\$14.59			103%			3
	COURT F LOOP	luman Services	\$14.59	\$18.24	\$21.88	103%			3
	count Corp	luman Services	\$14.59	\$18.24	\$21.88	103%			3
in the			\$14.59			103%			3
	February 2015		\$14.59	₽10,24	₽∠1.88	103%			3

Job		Impact of Mid Compa Financial	
Job Title	Dept		uin
BENCHMARK POSITIONS		\$14.59 \$18.24 \$21.88 103%	3
mercant! (kil)	Human Services	\$14.59 \$18.24 \$21.88 105%	4
Account Truth	Port & Resource Recovery Sheriff	\$14.59 \$18.24 \$21.88 106%	4
to conf. to the contract of th	Sheriff	\$14.59 \$18.24 \$21.88 103%	3
	Treasurer	\$14.59 \$18.24 \$21.88 106%	4
Accomplete Bull	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
A count Soll	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
or normal short	Public Works	\$14.59 \$18.24 \$21.88 110% \$14.59 \$18.24 \$21.88 99%	3
Account Tate	Administration	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.88 104%	3
Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 117% approaching maximum	5
English Support discussed	Human Services Human Services	\$14.59 \$18.24 \$21.88 90%	2
in an arm opport operation. Le constant opport operations.	Human Services	\$14.59 \$18.24 \$21.88 90%	2
Electronic complete described	Human Services	\$14.59 \$18.24 \$21.88 90%	2
Francisco coppet specialist	Human Services	\$14.59 \$18.24 \$21.88 90%	2
Farm on Support spin allid	Human Services	\$14.59 \$18.24 \$21.88 92%	2
to or some copport Speciality	Human Services	\$14.59 \$18.24 \$21.88 92% \$14.59 \$18.24 \$21.88 92%	2
gradients without plan class	Human Services	\$14.59 \$18.24 \$21.88 92% \$14.59 \$18.24 \$21.88 99%	3
e amon sopport persons!	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
eranomic adding phening	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
Гамилин торором q - мист	Human Services	\$14.59 \$18.24 \$21.88 99%	3
P. Freedom, Appears (pre-scatter)	Human Services	\$14.59 \$18.24 \$21.88 99%	
L'annuel coppert apropert	Human Services	\$14.59 \$18.24 \$21.88 99%	3
E comme copped (persons)	Human Services	\$14.59 \$18.24 \$21.88 99%	_ 3
полити террент филосор	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
т поши търгот дизойст	Human Services	\$14.59 \$18.24 \$21.88 99%	- 3
amount in debot placemen	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
-manus objusts for these	Human Services	\$14.59 \$18.24 \$21.88 99%	3
Плоновия порраж пречиве: Плоновия повраж Визандей	Human Services	\$14.59 \$18.24 \$21.88 99%	- 3
Common import Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	- 3
Concerns Support Specialest	Human Services	\$14.59 \$18.24 \$21.88 99%	3
es comme compror aprendes	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	
в тнопи эпрои братору	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	
er on the subbon obeyode.	Human Services	\$14.59 \$18.24 \$21.88 99%	-
Significant designation of the second of the	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	
валитин заррам престави	Human Services	\$14.59 \$18.24 \$21.88 100%	
на типлон и перроот времення к типлон тупероот времення	Human Services	\$14.59 \$18.24 \$21.88 100%	
Economic compon appropria	Human Services	\$14.59 \$18.24 \$21.88 100%	
регинции запрум бростина	Human Services	\$14.59 \$18.24 \$21.88 100%	
Erron from Enappiers Systematics	Human Services	\$14.59 \$18.24 \$21.88 101%	
F morne migrost approxima	Human Services	\$14.59 \$18.24 \$21.88 102%	
истични таррен причина	Human Services	\$14.59 \$18.24 \$21.88 107% \$14.59 \$18.24 \$21.88 110%	
t transmir righton the trans	Human Services	\$14.59 \$18.24 \$21.88 110% \$14.59 \$18.24 \$21.88 110%	
Paramonia (Ingiporti) por kiner	Human Services Human Services	\$14.59 \$18.24 \$21.88 110%	_
Collinson inggest liperium (Human Services	\$14.59 \$18.24 \$21.88 110%	
Principle appear personer	Human Services	\$14.59 \$18.24 \$21.88 110%	
E INCOME TOPPOSE SHEAMER	Human Services	\$14.59 \$18.24 \$21.88 110%	
CT HOME SUPPLY PROCESS	Human Services	\$14.59 \$18.24 \$21.88 110%	
Elization (Improvi) garanet	Human Services	\$14.59 \$18.24 \$21.88 111%	_
Lamino Amprost Egyptialist	Human Services	\$14.59 \$18.24 \$21.88 111%	
Example Supplem Specialist	Human Services	\$14.59 \$18.24 \$21.88 111% \$14.59 \$18.24 \$21.88 111%	
at cocone tapping type costs	Human Services Human Services	\$14.59 \$18.24 \$21.88 111%	
Enderson Suppose Operation For account adjusted Description	Human Services	\$14.59 \$18.24 \$21.88 111%	
Formation Compared to produce	Human Services	\$14.59 \$18.24 \$21.88 112%	
Constant temporal for the	Human Services	\$14.59 \$18.24 \$21.88 117% approaching majorida	
communication of the	Human Services	\$14.59 \$18.24 \$21.88 120%	
and the property	Human Services	\$14.59 \$18.24 \$21.88	
processing appeal specialist	Human Services	\$14.59 \$18.24 \$21.88	
Consider shapped specialist	Human Services	\$14.59 \$18.24 \$21.88	-
Ministration and personal section of the	Airport	\$14.59 \$18.24 \$21.88	
Mandagara - 11 - 1 - 1 - 1 - 10 - 10 - 10 - 10 -	Airport	\$14.59 \$18.24 \$21.88 116% approaching imaginaria. \$14.59 \$18.24 \$21.88 99%	-
Alamboran to other to Assessing	Museum MEW Zoo & Gurko	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 114%	
Demineration Services expectation	NEW Zoo & Parks NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%	
Samples of Service Consists	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%	
familienania i service ovi sociale	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 112%	
Maintennione Services Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88	1
Mantenaria Carrogre Albertalia	Port & Resource Recovery		

BENCH	Jób Títle MARK Positions	Dept		Mid Point	Max	Compi Ratio	Comment	Impact of Financial Adjustment	Quintile
F. Lawriton	ance Services Associate	Port & Resource Recovery	644.50					, regustinosit	edining
Mamilian	Africe Services Associate	Port & Resource Recovery		18.24	\$21.88	96% 84%			2
Liamton	BRICO Servicos Associate artico Servicos Associate	Port & Resource Recovery			\$21.88 \$21.88	84%			1
Mainten	ance Services Associate ance Services Associate	Port & Resource Recovery	\$14.59 \$			92%			1 2
Mainton	arice Services Associate	Port & Resource Recovery	\$14.59 \$	18.24	\$21.88	92%			2
fidaminus.	ance Services Associate	Port & Resource Recovery Public Works	\$14.59 \$		\$21.88	84%			1
Magazza	ance Services Associate	Public Works	\$14.59 \$			100%			3
Paramana and American	inca Survicus Associato	Public Works	\$14.59 \$		\$21.88	100% 100%			3
5.Taunton.	ince Services Associate ince Services Associate	Public Works	\$14.59 \$			100%			3
Librations	made Services Associator	Public Works Public Works	\$14.59 \$			100%			3 3
Edmotree	nero Servicos Associato	Public Works	\$14.59 \$		\$21.88	100%			3
f. Energy of	once Services Associate once Services Associate	Public Works	\$14.59 \$ \$14.59 \$		\$21.88 \$21.88	96% 96%			2
Montena	moo Services Assessmen	Public Works	\$14.59 \$			97%			3
f.tawarana	men Services Assistante	Public Works Public Works	\$14.59 \$						
Fraud Inv	vestigator Aide	Human Services	\$14.59 \$			99%			3
Fraud Inv	estigator Aide	Human Services				105% 107%			3
 			\$14.55	10,24	ΦZ 1.00	107.76			4
Administr	ntivo Assistanti	Addition to the second							-
Fidministr	alive Associant i	Administration				106%			4
Actimicient	ative Assistant :	Airport Board Office				103%			3
Orden and the	ative Assistant (Child Support				91% 103%			2
Administr	ative Assistant (ative Assistant)	Child Support				96%			3
Administr	atter Assistanti	Child Support	\$13.57 \$1	16.96		99%			3
Artemment.	HISE ASSISTANT !	Child Support	\$13.57 \$1	16.96	\$20.35	99%			3
defaminal	itted Assestant	Child Support Child Support				98%			3
Automorphic	ative Assistant	Child Support					below minimum below minimum	\$400	0
Administra	alter Assistant i	Child Support	THE RESERVE AND ADDRESS OF THE PARTY.				below minimum below minimum	\$400	0
	Hire Assistant	Child Support			-		below minimum	\$1,666 \$3,280	0
Samount	tine Assistant	Circuit Courts	\$13.57 \$1	16.96	\$20,35	98%		\$3,200	3
-Administra	the Assistants	Clerk of Courts Clerk of Courts				103%			3
Addiminate	mire Assistant)	Clerk of Courts				103%			3
Administra	trye Assistant trye Assistant	Clerk of Courts	\$13.57 \$1	6.96		103%			3
Administra	tive Assistant	Clerk of Courts	\$13.57 \$1	6.96		98%			3
sufmmustra	five Assistant I	Clerk of Courts Clerk of Courts	\$13.57 \$1			98%			3
	dive Assembil I	Clerk of Courts	\$13.57 \$1			98%			3
Administra	five Assistant :	Clerk of Courts	\$13.57 \$1 \$13.57 \$1			98% 94%			3
	five Assistant (Clerk of Courts	\$13.57 \$1			92%			2
Administra	tive Assistant	Clerk of Courts	\$13.57 \$1	6.96		-	oelow minimum	\$195	2
intromestrat	tror Assistant	Clerk of Courts	\$13.57 \$1			79%	below minimum	\$427	0
Administrat	hve Assectivit I	County Clerk District Attorney		6.96	20.35	03%			3
and the second	live Assistant I Iivo Assistant I	District Attorney	\$13.57 \$1 \$13.57 \$1	6.96		98%	selection to the		3
	tive Assistant	Health		6.96		03%	oelow minimum	\$427	0
CHIBBERT IN	ner Acustan I	Health	\$13.57 \$16	6.96	20.35 1	03%			3
dimonstrat	to Assistant i	Health	\$13.57 \$10	6.96 \$	20.35 1	03%			3 3
	ive Assistant	Health Health	\$13.57 \$16	6.96	20.35	99%			3
tromestrar	itte Assentant I	Health	\$13.57 \$16 \$13.57 \$16			99%			3
denoralian	ron Assastant i no Assastant i	Health	\$13.57 \$16	6.96	20.35	99%			3
	tor Assistant I	Health	\$13.57 \$16	6.96	20.35	98%			3
dimensional	ny Assistant	Health	\$13.57 \$16	6.96 \$	20.35	95%			3 2
drillingsteate	ve Assistant	Health Human Resources	\$13.57 \$16		20.35	38%			1
e itt ir us di giti	se Assedant I	Human Resources	\$13.57 \$16	5.96 \$	20.35 1		pproaching maximum		5
	ter Assistant (ter Assistant)	Human Resources	\$13.57 \$16 \$13.57 \$16	3 96 6	20.35 1	10% 06%			4
	te Assistant i	Human Services	\$13.57 \$16			02%			4
	to Assistant I	Human Services	\$13.57 \$16	3.96 \$		02%			3
dentisarate	er Assistant i	Human Services	\$13.57 \$16	3.96 \$	20.35	9% 1	elow minimum	\$427	3 0
dimenstrate	e Assistant i	Human Services Human Services	\$13.57 \$16			01%	7 (2 7 7 7	1-487	3
	/O. Assistant /O. Assistant	Human Services	\$13.57 \$16 \$13.57 \$16			7%			2
	e Assistant I	Human Services	\$13.57 \$16			8%			3
	o Amostant I	Human Services	\$13.57 \$16	.96 \$		8%			3
deministrativ	e Assistant i	Human Services Human Services	\$13.57 \$16	.96 \$	20.35				3
dindistrativ	e Assistant I	Human Services Human Services	\$13.57 \$16		26.35	001			
towner at	n Assistani I n Assistant I	Human Services	\$13.57 \$16 \$13.57 \$16			8%			3
	(Assistant)	Human Services	\$13.57 \$16			7% 7%			1
		Human Services	\$13.57 \$16	.96 \$2	20.35 9	8%			1
dimenstrative		Ilduman Condess	040	00 0	20.05				3
dmioistrativi dministrativi	(Assistant)	Human Services	\$13.57 \$16	.96 \$2	20.35 11	15%			3
dimenstrative	r Assistant i e Assistant i	Human Services Human Services Human Services	\$13.57 \$16.	.96 \$2 .96 \$2	20.35 11	-	pproaching maximum		5

Pay	Job.			Mld		Comp		Impact of Financial	
Range		Dept	Min	Point	Max	Ratio	Comment	Adjustment	Quintile
	BEINGHMARK BOSITIONS Gammistrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
_	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	5			
	Amount Middle Townston	Human Services	\$13.57	\$16.96	\$20.35	5 100%			- 3
	Administrative Associate	Human Services		\$16,96	\$20.35				
	Alfreidistration of sixtain	Human Services		\$16.96					4
	Antique Makes and Apple	Human Services	\$13.57	\$16.96 \$16.96	\$20.3	5 11270			4
	The art of a world pro-	Human Services Human Services	\$13.57	\$16.96	\$20.3	5			_
	Automostratics is section.	Human Services	\$13.57	\$16.96	\$20.3	5			
	refrom the front - Americans	Human Services		\$16.96			below minimum	\$3,280	0
	Characteristics in contrast	Human Services		\$16.96					2
	petition of the Associated	Human Services		\$16.96 \$16.96					3
	ACTION CONTROL OF ASSOCIATION	Human Services Human Services		\$16.96					2
	Administrative Assetting	Human Services		\$16.96			арроастид познача		5
	A Hampid Aller Service Land	Human Services	\$13.57						3
	Addition of these projection (Human Services	\$13.57						3
/,	AMBINIA STATE OF STAT	Human Services Human Services		\$16.96 \$16.96					4
	ACTUMENTAL AND ACCEPTANT	Human Services	\$13.57	\$16.96	\$20.3				4
	Summing you was blog	Human Services		\$16.96	\$20.3	5 109%			4
	referensiste trees see unit to ex-	Human Services	\$13.57	\$16.96	\$20.3				4
	Johnson Age Accessor	Human Services	\$13.57					-	4
	Commission of Contract	Human Services		\$16.96 \$16.96				 	3
-	Schriftschafter secretary	Human Services Human Services	\$13.57						3
	University assets a	Human Services	\$13.57					Samuel Control	3
	eministrature reserving	Public Works	\$13.57						1
	Schramstarten Assertant	Medical Examiner		\$16.96					3
	regramatelline (A. refranc	Museum		\$16.96 \$16.96					3
	Commission of the Commission o	Planning Planning	\$13.57	\$16.96	\$20.3				4
	Charles St. How Co., C.L. and	Port & Resource Recovery	\$13.57						
	Between the displace the said part of	Register of Deeds	\$13.57			5 103%			3
	homostratics to detail	Register of Deeds	\$13.57						3
	Automorphism County	Register of Deeds	\$13.57 \$13.57						3
	A house that the section	Register of Deeds Register of Deeds	\$13.57						5
	Commentation of the art	Register of Deeds		\$16.96					4
	transportation or out and	Register of Deeds	\$13.57						4
	Amounts developed and	Sheriff	\$13.57						3
	A Hilling Color Section	Sheriff	\$13.57			5 1049 5 1099			3
	Appared de Assault -	Sheriff Sheriff	\$13.57 \$13.57						4
_	stm-m-tuttice assertant	Sheriff	\$13.57						3
	edition before as soften	Technology Services	\$13.57		\$20.3	5 1039			3
	enumentation resident	Technology Services	\$13.57						1
	Administrative Provided	Treasurer Office	\$13.57						5
	Constitute Assistant	UW Extension UW Extension	\$13.57 \$13.57						4 3
	drame filide is seeing door	UW Extension		\$16.96					3
	- francistration	UW Extension		\$16.96					2
	-dimensional distributes destributed	UW Extension		\$16.96					3
	Satterestrate	Veterans Office Veterans Office		\$16.96 \$16.96					3
-	Salamestrative objects propagate	Human Services		\$16.96				-	3
1	tome when oppositionally	Human Services		\$16.96					1 3
	manth returns, apport penalist	Human Services	\$13.57	\$16.96	\$20.3	35 104%			3
	and a second orbital stocking	Human Services		\$16.96					3
	Average Source - Applied Sportston	Human Services		\$16.96					3
	nature con straight of peculinst	Human Services Human Services		\$16.96			70		3
	moteriae degree	Human Services		\$16.96			6		4
	Code on Poster	Human Services		\$16.96					1
	author and Product	Human Services	\$13.57	\$16.96	\$20.3	35 1129			4
	Children and Communication	Human Services		\$16.96					4
	SHOULDING VICTORIA	Human Services		\$16.96					4
	Tallo Skill Widden	Human Services Human Services					% approaching maximum		5
	THE WAS WIDOWS	Human Services	\$13.57				% approaching maximum		5
	DISH LIBE WORKS	Human Services	\$13.57	\$16.96	\$20.3	35 1189	% approaching maximum		5
	CONCENSION CONTRACT	Human Services		\$16.96			W hbboaching maznorin		5
	Tan Take William	Human Services		\$16.96			/ Carpologland to the control		
	OME TARGET (VERG)	Human Services		\$16.96			6 approaching magniture		5
	ninto Carp Worker	Human Services		\$16.96 \$16.96			// approaching maximum		5
	and and stronker	Human Services Human Services		\$16.96			& approaching maximum	-	3
	- Philosophy (1986)	Human Services		\$16.96					4
	millionate Acides	Human Services	\$13.57	\$16.96	\$20.3	35 1079	%		4
	nitti, ingeriorden	Human Services	642 67	T40 00	620 3	35 1079	/		4

Pay lange		Dept	Min	Mid Point	May	Comp Ratio		Impact of Financial	
-	BENCHMARK POSITIONS COURT Worker	THE RESERVE OF THE PERSON NAMED IN COLUMN		T-OILL	Max	Nano	Comment	Adjustment	Quintile
-	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			
	Vonds Care Worker	Human Services	\$13.57	\$16.96	\$20.35				4
	Koult Care Wesker	Human Services	\$13.57		\$20.35	107%			4
	Courts Tage Worker	Human Services	\$13.57		\$20.35	107%			4
	Yealth Late Worker	Human Services Human Services	\$13.57	\$16.96	\$20.35	107%			4
_	Youth Care Worker	Human Services		\$16.96	\$20.35	107%			4
-	Csoffi Care Worker	Human Services	\$13.57 \$13.57	\$16.96	\$20.35				4
_	Yasath Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107% 112%			4
			Ψ10.01	Ψ10.30	\$20.00	11270			4
18	Open								
			\$12.62	\$15.77	\$18.93				
10									
19	Certific Charging Assistant	Human Services	044.70	E44.07	047.00				
	embra Nursing Assistant	Human Services	\$11,73	\$14.67	\$17.60	4400/			
-	orthost thursing ossistant	Human Services	\$11.73	\$14.67 \$14.67	\$17.60	112%			4
	ombet Bursing Assistant umfast Bursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum approaching maximum		5
(ertified Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%	The state of the s		5
	-ortified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				4
5	Othlied Marsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	emberi Norwor Assistant	Human Services Human Services	\$11.73	\$14.67	\$17.60	112%			4
-4	edified Norwing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
-	ertified Norsing Assistant	Human Services	\$11.73 \$11.73	\$14.67	\$17.60	112%			-4
	etilileri Norsing Assistant etilile a Norsing Assistani	Human Services	\$11.73	\$14.07	\$17.00	121%	at or above maximum		6
	cembed Marang Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	estition. Engraper to control	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	erffdort Districtive Completion	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		6 5
	offitied Norsing Assertant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	officer Morang Assistant	Human Services Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
_	TO AND THE PERSON OF THE PERSO	Human Services	\$11.73		\$17.60	121%	at or above maximum		6
	CONTRACTOR OF A CONTRACT CONTRACT OF CONTR	Human Services	\$11.73 \$11.73		\$17.60	121%	at or above maximum		6
	Control of the Contro	Human Services	\$11.73	\$14.67		121%	at or above maximum		6
-		luman Services			\$17.60	121%	at or above maximum at or above maximum		6
	SETTEMENT FOR INCOME. A CONTRACT CONTRA	Human Services			\$17.60	121%	at or above maximum		6
	enmont Educating Assessment	luman Services	\$11.73		\$17.60	121%	at or above maximum		6
1600	ratiod Nursing Assestant	Human Services		\$14.67	\$17.60	121%	at or above maximum		6
1130	Officer Programmy Association	tuman Services	\$11.73		\$17.60	121%	at or above maximum		6
_	The state of the s	luman Services luman Services	\$11.73		\$17.60	121%	at or above maximum		6
-1		Human Services	\$11.73		\$17.60	121%	at or above maximum		6
- 6		luman Services	\$11.73 \$11.73		\$17.60	121%	at or above maximum		6
- 6		luman Services			\$17.60 \$17.60	179%	approaching maximum		5
Cit	Others Discours Acceptant	luman Services	\$11.73		\$17.60	121%	at or above maximum at or above maximum		6
CU	ribbid Mursing Assistant	luman Services	\$11.73		\$17.60	121%	at or above maximum		6
(C+)	ridied Nursing Assistant	luman Services	\$11.73		\$17.60	121%	at or above maximum		6
Ce	dified Diursing Assistant	luman Services	\$11.73		\$17.60	121%	at or above maximum		6
100	The state of the s	luman Services luman Services	\$11.73 \$		\$17.60	121%	at or above maximum		6
- 0		uman Services	\$11.73 5		\$17.60	119%	approaching maximum		5
	The state of the second of the	uman Services	\$11.73 \$	514.67	\$17.60	121%	at or above maximum		6
		uman Services	\$11.73	14.67	\$17.60	121%	at or above maximum		6
	third Norway Association H	uman Services	\$11.73	14.67	\$17.60 E	121% 2	at or above maximum		6
-	the theory or the same	uman Services	\$11.73 9	14.67	\$17.60	121%	at or above maximum		6
m	their flursing Assertant	uman Services	\$11.73	14.67	\$17.60	121%	at or above maximum		6
1 CT	titled Norsing Assistant	uman Services	\$11.73 \$	14.67 9	517.60	121%	or above maximum		6
No. of	thou Nursing Assistant	uman Services	\$11.73 \$	14.67 3	517.60	119%	opproaching maximum		6
Late	Mod Norsing Assistant	uman Services	\$11.73 \$	14.67 5	17.60	121%	at or above maximum		6
1.590	ified Nursing Assettant	uman Services uman Services	\$11.73 \$	14.67	17.60	121% 2	it or above maximum		6
SEIF	TATIONAL TOREST CHILDREN PROGRAMMENTS	uman Services	\$11.73 \$	14.67 8	17.60	121% E	t or above maximum		6
1,451		uman Services	\$11.73 8	14.67	17.60	121% 8	it or above maximum		6
1000		ıman Services		24.11/ 13	1 (30)	1/1%12	I or above mavimum		6

CV Services	Job		WHEN SET	Mid		Compa		Financial	-01
iy 	Title	Dept	osao Minima		Max	Ratio*	Comment	Adjustment	Qui
CL	TICHIAARIC POSITIONS					10.107			Add to the last
_	adied Nicesing Assistant	Human Services	\$11.73				at or above maximum		
	untile of Planesings (Associated)	Human Services	\$11.73				at or above maximum		
	etitic distression essentant	Human Services	\$11.73	\$14.67	\$17.60	112%			9
	etinest bines impressantinot	Human Services	\$11.73				at or above maximum		
	office transcong occurations	Human Services	\$11.73			119%	approaching maximum		
	ention Para Congressionard	Human Services	\$11.73						
	granes (toconocy) scenaro).	Human Services	\$11.73						
	Hillian San compressionare	Human Services	\$11.73						
	Samura Bana and Proposition	Human Services	\$11.73						
-1-	mile Charleson Assessmin	Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		
	officer functions are estable	Human Services	\$11,73	\$14.67	\$17.60		at or above maximum		
	China	Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		
	ethoritae hap a sedant	Human Services	\$11.73	\$14.67	\$17.60		at or above maximum		
	Chicagony on a section of	Human Services	\$11,73	\$14.67	\$17.60	121%	at or above maximum		
	and the apparent of	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		
	PORCE PRODUCED CONSTRUCT	Human Services	\$11.73	\$14.67	\$17.60	112%			
	entissert nesson Assentant	Human Services	\$11.73	\$14.67	\$17.60	112%			
	ratio (340) on (17ks sexuant)	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum.		
	entera rancologi (visiodant)	Human Services	\$11.73	\$14.67	\$17.60	112%			
	unhest tine no pacsagaror	Human Services	\$11.73	\$14.67	\$17.60	112%			
	ention the and resentant	Human Services	\$11.73	\$14.67	\$17.60	112%			
	organica (Ingelinopoet anatam)	Human Services	\$11.73	\$14.67	\$17.60	112%			
	one string nogoveznami	Human Services	\$11.73	\$14.67	\$17.60	119%	аррюасилд тахинин		
	note of the stop assessment	Human Services	\$11.73	\$14.67	\$17.60	112%			
	Office Che 10 per sedant	Human Services	\$11.73	\$14.67	\$17.60	112%			
	1864 Chinesia prosestatur	Human Services	\$11.73	\$14.67	\$17.60	112%			
	Other Committing Assembly to	Human Services	\$11.73	\$14.67	\$17,60	119%	approaching maximum	-	
	Mass Christing Association	Human Services	\$11.73	\$14.67	\$17.60	112%			
	interest the conjugacinations	Human Services			\$17.60				
Co		Human Services			\$17.60	121%	at or above maximum		
		Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		-
Co		Human Services			\$17.60		at or above maximum		
		Human Services			\$17.60		at or above maximum		
Co		Human Services			\$17.60				
Co		Human Services	\$11.73	\$14.67	\$17.60	112%			
Co		Veterans Office	\$11.73	\$14.67	\$17.60	105%			
	ministrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	1149			-
	ministrative Clerk	District Attorney			\$17.60	-			-
	ministrative Clerk	IDISHICI AHOTTICY	Ψ11.70	W. T. 01	¥.,00	1 22.70			-
MO				1					
AU				-		1			-
		Almort	\$10.91	\$13.64	\$16.37	144%	at or above maximum		
Eu	minuj artis e aspertin	Airport			\$16.37 \$16.37		at or above maximum		
Fig	Ching to the Associate	Airport	\$10.91	\$13.64	\$16.37	1449	at or above maximum		
Harry Company	Riport Common Commonth Ching Common Commonth Ching Common Commonth	Airport Airport	\$10.91 \$10.91	\$13.64 \$13.64	\$16.37 \$16.37	1449 1449	at or above maximum at or above maximum		
Electric Control of the Control of t	Rinor Conservational Conservation Charge Conservation Conservation Charge Conservation Conservation Charge Conservation	Airport Airport Airport	\$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37	1449 1449 89%	at or above maximum at or above maximum		
	Ripor (Octobro Associate Ching (Octobro Associate Ching (Octobro Associate Ching (Octobro Associate Ching (Octobro Associate	Airport Airport Airport Airport	\$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37	144% 144% 89% 89%	at or above maximum at or above maximum		
	Report Course Caywork Br Ching Course Course and A finite Course Course and Course and Course Course Course and Course	Airport Airport Airport Airport NEW Zoo & Parks	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37	144% 144% 89% 89% 102%	at or above maximum at or above maximum		
Establishment of the second of	Riper Contact Contach D Other Contact Contach D Annual Contact Contach D	Airport Airport Airport Airport NEW Zoo & Parks Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249	at or above maximum at or above maximum at or above maximum		
	Hipping Advisor - Community Ching Advisor - Good-Will Ching Advisor - Goo	Airport Airport Airport Airport Airport NEW Zoo & Parks Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249 1229	at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum		
	Manage of the Constraint Constrai	Airport Airport Airport Airport NEW Zoo & Parks Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249 1229 1229	at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum		
	Ripor Corres Comercia Ching reces of Associate Admin process Associate	Airport Airport Airport Airport NEW Zoo & Parks Public Works Public Works Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249 1229 1229 1229	at or above maximum		
	Riper Connect Constalls Other Connect Constalls Annual Connect Constalls Annual Connect Constalls Annual Connect Constalls Annual Constall Constalls Annual Constall Constalls Annual Con	Airport Airport Airport Airport NEW Zoo & Parks Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249 1229 1229 1229	at or above maximum		
	Ripor Corres Comercia Ching reces of Associate Admin process Associate	Airport Airport Airport Airport Airport NEW Zoo & Parks Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1249 1229 1229 1229 1229	at or above maximum		
	Annog to the a secondary of the control of the cont	Airport Airport Airport Airport Airport NEW Zoo & Parks Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 89% 1029 1229 1229 1229 1229 1229 1229 1229	at or above maximum		
	Riper Contact Contact in Security Ching over a Contact in Security Admin	Airport Airport Airport Airport Airport NEW Zoo & Parks Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	1449 1449 89% 1029 1229 1229 1229 1229 1229 1229 1229	at or above maximum		
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Pay Rang	9 Title	Dept	Min	Mid		Comp	a, some	Impact of Financial	
	BENCHMARK POSITIONS	Dept	THE PERSON NAMED IN	Point	IVIax	Ratio	Comment	Adjustment	Quintil
21	OPEN								-
			\$10.15	\$12.69	\$15.22	_			
22	Finor Service Asserble					-			
	FOOT Service Associate	Human Services		\$11.80					2
	Flood Service Associate	Human Services Human Services		\$11.80					5
	Food Service Associate	Human Services		\$11.80			at or above maximum		5
	Food Senson Associate Food Senson Associate	Human Services		\$11.80			at or above maximum		6
	Folia Seria e Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Setting Associate	Human Services Human Services		\$11.80		96%			2
	Front Gordon Associate	Human Services		\$11.80		140%	at or above maximum		6
	From Service Associate From Density Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Front Spirit Andread	Human Services Human Services		\$11.80					
	The Hardware Associated	Human Services	\$9.44	\$11.80	\$14.16	95% 115%			2
-	Front Secure Associate Front Secure Associate	Human Services		\$11.80		95%			5
	Food Service Asserbate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Bailiff	Human Services Circuit Courts	\$9.44		\$14.16		at or above maximum		- 6
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum below minimum	\$20	0
	Bailiff Bailiff	Circuit Courts	\$9.44	\$11.80		79%	below minimum	\$20 \$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts	\$9.44			79%	below minimum	\$20	0
	Bailiff	Circuit Courts			\$14.16	79%	below minimum below minimum	\$20	0
	Bailiff Bailiff	Circuit Courts		\$11.80		79%	below minimum	\$20 \$20	0
	Bailiff	Circuit Courts		\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts	\$9.44			79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44 \$9.44	\$11.80 \$11.80		79%	below minimum	\$20	0
	Bailiff Bailiff	Circuit Courts		\$11.80		79% 79%	below minimum below minimum	\$20 \$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts		\$11.80			below minimum	\$20	0
E	Bailiff	Circuit Courts		\$11.80 \$11.80		79%	below minimum below minimum	\$20	0
\rightarrow			33.44	011.00	a 14, 10	1:4 7n	DESOW MINIMUM	\$20	0
23 F	Husbandry Assistant	MEM 2 70 E							
- 1	lusbandry Assistant	NEW Zoo & Parks NEW Zoo & Parks		\$10.97			below minimum	\$1,102	0
- F	lusbandry Assistant	NEW Zoo & Parks		\$10.97 \$10.97	\$13.17		below minimum below minimum	\$938	0
7	lusbandry Assistant	NEW Zoo & Parks		\$10.97	\$13.17		below minimum	\$938 \$938	0
								4550	
24 G	Suest Services Associate	NEW Zoo & Parks	\$0.1C	\$10.20	240.00	770/			
G	uest Services Associate uest Services Associate	NEW Zoo & Parks		\$10.20		100%	below minimum	\$84	0
G	tiget Company A	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	100%			3
G	uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			2
G	uest Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			2
G	uest Services Associate uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25	97% 97%			2
G	uget Sandone Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25				1
G	uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25				
G	uest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20			below minimum	\$84	0
G	oost Garvices Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25		below minimum below minimum	\$84	0
Gi	dest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84 \$84	0
Gu	uest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
Gu	Jest Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84	0
Gu	COLUMES ASSOCIATE	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25		below minimum below minimum	\$84	0
Gu	rest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84 \$292	0
Gu	est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$292	0
Gu	est Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	\$10.20	\$12.25			The state of	- 0
Gu	est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20			below minimum	\$292	0
Gu		NEW Zoo & Parks	\$8.16	\$10.20			below minimum below minimum	\$292	0
Gu	est Services Associate	NEW Zoo & Parks	\$8.16	\$10.20			below minimum	\$292 \$292	0
	- Additional Control of the Control	NEW Zoo & Parks		10.20			below minimum	5292	0

CR AVERAGE 102% Estimated Impact of Bringing Employees
To Minimum of Range Assuming All
Employees Work 2080
hours* \$20,463



BROWN COUNTY

IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

- - Guideline percent increase in cell

Performance Matrix Calculation Model

	MANAGE AL	Position	-in-Range (Quintiles)***	ALC: YES
		2nd	3rd	4th	5th
	(80-88%)	(89-96%)	(97-104%)	(105-113%)	(114-120%+)
	0.15	0.21	0.29	0.19	0.16
0.05	a 50	2.00	3.50	3.00	2.00
	0.033	0.043	0.051	0.028	0.016
0.15	± ()()	3.50	3.00	2.50	2.00
	0.088	0.112	0.130	0.070	0.049
0.70	3.50	3.00	2,50	2.00	1.50
	0.357	0.450	0.506	0.263	0.172
0.05	0.00	0.00	0.00	0.00	0.00
	0.000	0.000	0.000	0.000	0.000
0.05	0.00	0.00	0.00	0.00	0.00
1.00	0.000	0.000	0.000	0.000	0.000
	0.05 0.15 0.70 0.05 0.06	0.05	St 2nd (80-88%) (89-96%) (89-96%)	St 2nd 3rd (80-88%) (89-96%) (97-104%) ((80-88%) (89-96%) (97-104%) (105-113%) 0.15 0.21 0.29 0.19 0.05 3.50 3.00 3.50 0.15 4.06 3.50 3.00 2.50 0.088 0.112 0.130 0.070 2.50 0.70 3.50 3.00 2.50 2.00 0.70 3.50 3.00 2.50 2.00 0.70 3.50 3.00 2.50 2.00 0.357 0.450 0.506 0.263 0.05 0.00 0.00 0.000 0.000 0.05 3.00 3.00 0.00 0.000 0.05 0.00 0.000 0.000 0.000 0.05 0.00 0.000 0.000 0.000

0.00 Blue ≈ P Red = C

Black = cell payout (P x C x G)

Cell totals:

0.478

0.605

0.687

0.361

0.237

Total percentage impact to payroll:

2.367

'The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year

"The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

Transport the conditions the numbers each year to align with compensation goals and budgetary considerations

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfli LLP

Ladies and Gentlemen:

RESOLUTION REGARDING CHANGE IN TABLE OF ORGANIZATION FOR THE ADMINISTRATION DEPARTMENT SENIOR BUYER

WHEREAS, the Human Resources department has received a table of organization change request from the Department of Administration; and

WHEREAS, the Purchasing Manager position in the Administration department table of organization became vacant on April 17, 2015; and

WHEREAS, the Human Resources department in conjunction with the Administration department reviewed the duties and responsibilities of the position as well as the needs of the department; and

WHEREAS, a thorough study was completed and it was determined that a more technical position that could focus on the operational needs of the department without performing supervisory duties would better fit the needs of the department; and

WHEREAS, the Risk Manager currently supervises the Purchasing Manager position and will continue to provide supervision of the Purchasing division; and

WHEREAS, Human Resources in conjunction with the Administration department recommend the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization; and

WHEREAS, Human Resources researched similar Senior Buyer positions in the local market and referenced the U.S. Department of Labor Occupational Outlook Handbook for comparison data to ensure internal and external equity. It is recommended that the Senior Buyer



position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan, with the salary range of \$52,599 - \$62,707.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

BE IT FURTHER RESOLVED, the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan.

Budget Impact: Administration Department

Partial Year Budget Impact (6/1/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(38,147)	\$(15,113)	\$(53,260)
Senior Buyer	1.00	Addition	\$ 32,172	\$ 14,193	\$ 46,365
Partial Year Budget Impact	11		\$(5,975)	\$(920)	\$(6,895)

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(66,123)	\$(26,196)	\$(92,319)
Senior Buyer	1.00	Addition	\$ 55,765	\$ 24,602	\$ 80,367
Annualized Budget Impact	541		\$(10,358)	\$(1,594)	\$(11,952)

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution creates a budget savings of \$6,895 in the 2015 Budget.

Respectfully submitted,
ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:
TROY STRECKENBACH
COUNTY EXECUTIVE
Date Signed:
Authored by Human Resources Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #	
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled



HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

DATE:



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

04/13/15

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

REQUEST TO:	Administration Committe	e	
MEETING DATE:	04/23/15		
REQUEST FROM:	Warren Kraft Human Resources Direc	tor	
REQUEST TYPE:	☑ New resolution☐ New ordinance	☐ Revision to resolution☐ Revision to ordinance	
TITLE: Resolution F (Senior Buy		le of Organization for the Adm	inistration Department
organization. A review conducted. ACTION REQUESTED The deletion of (1.00) I	cant Purchasing Manager of the duties of the positi	r position in the Administration ion as well as the needs of the position and the addition of 1.	e department was
FISCAL IMPACT: NOTE: This fiscal impact 1. Is there a fiscal im a. If yes, what is b. If part of a big c. Is it currently	portion is initially completed b pact? ⊠ Yes □ No the amount of the impact ger project, what is the to	y requestor, but verified by the DO.	
2. If no, hov	v will the impact be funde	d?	
⊠ COPY OF RESOLU	ITION OR ORDINANCE	IS ATTACHED	

BROWN COUNTY POSITION DESCRIPTION

POSITION TITLE: SENIOR BUYER

REPORTS TO: RISK MANAGER

DEPARTMENT: ADMINISTRATION – PURCHASING

JOB SUMMARY:

Under supervision, performs advanced level work; coordinates and implements the county's procurement of goods and services to maximize cost savings and quality; administers the negotiated contracts for services in accordance with the County's policies and procedures and with federal and state rules and regulations; educates County departments as needed in County procurement policies and performs other duties as required.

ESSENTIAL DUTIES:

Purchases a wide variety of supplies, equipment, materials and services; determines the most appropriate method of procurement using established procedures; and facilitates the procurement process.

Maintains a record of, and monitors purchasing agreements to determine when agreements expire; ensures quality of service; investigates and resolves problems and assists County departments with utilizing the approved contracts.

Conducts multi-department purchases; drafts combined specifications that meet the needs of participants; conducts cost analyses; and makes appropriate recommendations.

Facilitates and assists departments with the request for proposal (RFP), request for quote (RFQ), request for bid (RFB) and offer to purchase (OTP) process including assisting in drafting of each; communication with vendors, and facilitating the selection process.

Drafts and coordinates legal notices and posting of bid documents; obtains wage rate determinations for applicable projects, tabulates bids and conducts cost analyses; evaluates bids for compliance with specifications; and awards to the lowest responsible bidder for RFBs.

Reviews records pertaining to items purchased, cost, delivery and product performance.

Contacts vendors to verify product descriptions, numbers, check pricing and availability to requested commodities.

Seeks standardization of items purchased, and utilizes other means to best meet the needs of departments to secure greater value.

Keeps informed on purchasing and marketing trends, including products and prices, and assists departments in the preparation of annual capital expenditures budget by providing cost information for supplies, materials, goods, and services.

Disposes of surplus, obsolete and salvageable materials by negotiation, by soliciting bids or auctions goods when appropriate.

Analyzes routine procurements to determine if the County would benefit from competitive procurement procedures, cooperative purchasing contracts or collaborative purchases with other municipalities; coordinates the County's participation in joint purchasing efforts.

Establishes and maintains effective working relations with departments, vendors, co-workers and the public including maintaining vendor solicitations on the internet.

Provides training and guidance to departments for County's ERP software.

Educates and provides necessary guidance to County departments to ensure compliance with County procurement policies.

Retains purchasing records and processes any applicable open records request as required by Wisconsin Open Records Law.

Networks with other public sector purchasers, including, members in the Wisconsin Association for Public Procurement, to identify purchasing "best practices" and opportunities for leveraged procurements.

Reviews purchasing activity to insure departments are using contracts that have been negotiated, where applicable.

Ensures vendors supply evidence of required insurance coverage.

Assists in the development, implementation, and revision of purchasing policies and procedures.

Conducts negotiations in the administration of purchases; negotiates issues in the development of contracts as directed; and may negotiate the price, terms, and conditions of purchases as necessary.

NON-ESSENTIAL DUTIES:

Performs other duties as assigned.

MATERIALS AND EQUIPMENT USED:

General office equipment Computer Calculator

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Graduation from a recognized college or university with a Bachelor's degree in business or public administration, accounting, finance, or a closely related field.

Five (5) years of progressively responsible and professional work experience in purchasing, preferably in the public sector.

CPM, CPPB and/or CPPO certification preferred.

Knowledge, Skills and Abilities:

Considerable knowledge of purchasing practices and procedures and of approved inspection and shipping methods.



Considerable knowledge of market research methods including use of the internet.

Working knowledge of the laws, rules and regulations pertaining to governmental purchasing.

Working knowledge of the Model Procurement Code and the Uniform Commercial Code.

Working knowledge of the principles and practices of large-volume, competitive purchasing and cost-benefit analysis.

Working knowledge of sources of supply and current prices and market trends.

Working knowledge of automated procurement systems and other data processing capabilities and applications relating to purchasing functions.

Working knowledge of the standard types, forms and legal requirements of contracts.

Ability to exercise proper professional judgment in the analysis of bids and specifications when making awards.

Ability to understand, follow and remember involved written and oral instructions, policies and procedures, while performing tasks effectively and maintaining a high level of accuracy and attention to detail.

Ability to take control of difficult situations by anticipating problems, analyzing alternative solutions and initiating appropriate corrective measures within established regulations, prescribed policies and procedures under stressful conditions.

Ability to devise, test and compute mathematical formulas for the evaluation of bids.

Ability to interpret and explain work-related procedures in a helpful and courteous manner.

Ability to utilize spreadsheet, word processing and automated procurement applications.

Ability to communicate effectively, both orally and in writing, and present procurement data, alternatives, reports and recommendations.

Ability to interpret and implement policies and procedures and maintain accurate and detailed records.

Ability to establish and maintain effective working relations.

Ability to coordinate and prioritize multiple activities.

PHYSICAL DEMANDS:

Ability to lift 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing and reaching.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

This position description should not be interpreted as all inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

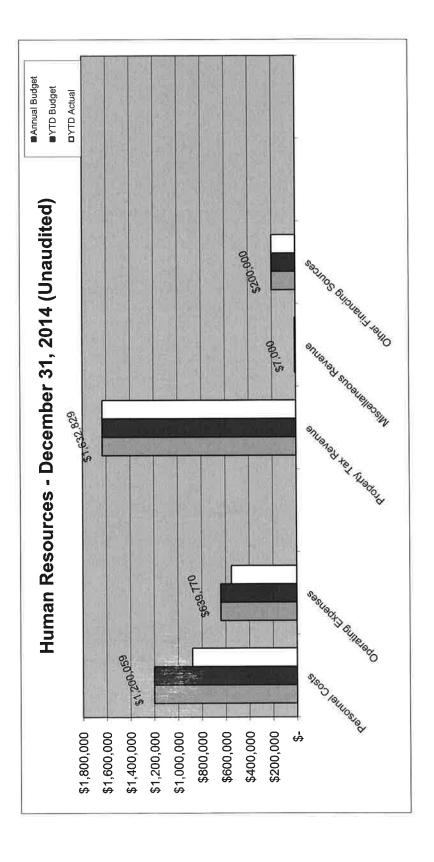
Revised: 04/13/15

Budget Status Report (Unaudited) Human Resources **Brown County**

Budget \$ 1,200,059 \$ \$ 639,770 \$ te \$ 1,632,829 \$ tue \$ 7,000 \$ rces \$ 200,000 \$	Budget Status Report (Unaudited) 12/31/2014		Annual		YTD		
Ine rces			Budget		Budget		
Operating Expenses \$ 639,770 \$ 639 Property Tax Revenue \$ 1,632,829 \$ 1,635 Miscellaneous Revenue \$ 7,000 \$ 7000 Other Financing Sources \$ 200,000 \$ 200	Personnel Costs	↔	1,200,059	↔	1,200,059	2	٠,
	perating Expenses	↔	639,770	↔	639,770 \$ 550,876	↔	
\$ 7,000 \$ \$ 200,000 \$ 2	roperty Tax Revenue	↔	1,632,829	↔	1,632,829	↔	
\$ 200,000 \$	liscellaneous Revenue	↔	7,000	↔	7,000	↔	
	ther Financing Sources	↔	200,000	↔	200,000 \$	↔	

Personnel Costs: Savings due to various vacant positions throughout the year.

Operating Expenses are within budgeted amounts.





Account Classification

Fund 100 - GF

REVENUE

Property taxes Public Charges

Human Resources Budget Performance Report

(Unaudited) Through 12/31/14

Included
- Activity
Fiscal Year
Prior F

\$615,003.98		(\$409,093.46)	\$409,093.46	\$0.00	(\$192,273.05)	\$0.00	\$0.00	\$0.00	Grand Totals
1,106,805.76	78	409,051.10	1,430,777.90	00	328,504.17	1,839,829.00	204,500.00	1,635,329.00	EXPENSE TOTALS
1,721,809.74	100	(42.36)	1,839,871.36	00.	136,231.12	1,839,829.00	204,500.00	1,635,329.00	REVENUE TOTALS
									Grand Totals
\$615,003.98		(\$409,093.46)	\$409,093.46	\$0.00	(\$192,273.05)	\$0.00	\$0.00	\$0.00	Fund 100 - GF Totals
1,106,805.76	78	409,051.10	1,430,777.90	00*	328,504.17	1,839,829.00	204,500.00	1,635,329.00	EXPENSE TOTALS
1,721,809.74	100	(42.36)	1,839,871.36	00	136,231.12	1,839,829.00	204,500.00	1,635,329.00	REVENUE TOTALS
									Fund 100 - GF Totals
\$1,106,805.76	%8/	\$409,051.10	\$1,430,777.90	\$0.00	\$328,504.17	\$1,839,829.00	\$204,500.00	\$1,635,329.00	EXPENSE TOTALS
367,705.76	98	88,893.78	550,876.22	00	217,879.50	639,770.00	400,454.00	239,316.00	
739,100.00	73	320,157.32	879,901.68	00	110,624.67	1,200,059.00	(195,954.00)	1,396,013.00	
\$1,721,809.74	100%	(\$42.36)	\$1,839,871.36	\$0.00	\$136,231.12	\$1,839,829.00	\$204,500.00	\$1,635,329.00	REVENUE TOTALS _
120,000.00	100	00*	200,000.00	00:	00.	200,000.00	200,000.00	00.	
3,238.74	101	(42.36)	7,042.36	00:	162.00	7,000.00	4,500.00	2,500.00	
00:	+++	00	8.	00:	00:	00.	00:	00:	
1,598,571.00	100	00	1,632,829.00	00:	136,069.12	1,632,829.00	00.	1,632,829.00	
Prior Year YTD	Rec'd	Transactions	Transactions	Encumbrances	Transactions	Budget	Amendments	Budget	
	/pəsn %	Budget - YTD	Æ,	₽¥	Current Month	Amended	Budget	Adopted	
/ Included	ACTIVITY	Prior Fiscal Year Activity Included	Prior						

Other Financing Sources Miscelianeous Revenue

Operating Expenses

Personnel Costs

EXPENSE



Brown County
Human Resources
Budget Status Report
2/28/2015
Personnel Costs

 2/28/2015
 Annual Budget Budget
 YTD
 YTD

 Personnel Costs
 \$ 1,448,912
 \$ 241,485
 \$ 141,508

 Operating Expenses
 \$ 287,394
 \$ 47,899
 \$ 23,653

 Property Tax Revenue
 \$ 1,606,468
 \$ 267,745
 \$ 267,745

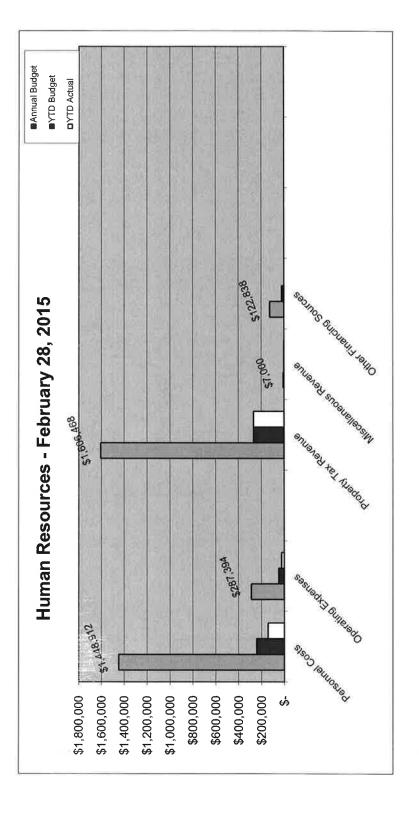
 Miscellaneous Revenue
 \$ 7,000
 \$ 1,167
 \$ 380

 Other Financing Sources
 \$ 122,838
 \$ 20,473
 \$

Personnel Costs: Savings of \$99,977 due to various position vacancies.

Operating Expenses are within hudgeted

Operating Expenses are within budgeted amounts.





Human Resources Budget Performance Report

Through 02/28/15
Prior Fiscal Year Activity Included
Summary Listing

Prior Year YTD	272,138.16	00.	2,444.61	00.	\$274,582.77	98,272.34	40,691.71	\$138,964.05		274,582.77	138,964.05	\$135,618.72		274,582.77	138,964.05	\$135,618.72
% used/ Rec'd	17	++++	2	0	15%	10	80	10%		15	10			15	10	
Budget - YTD % used/ Transactions Rec'd	1,338,723.34	00.	6,620.00	122,838.00	\$1,468,181.34	1,307,403.60	263,741.36	\$1,571,144.96		1,468,181.34	1,571,144.96	(\$102,963.62)		1,468,181.34	1,571,144.96	(\$102,963.62)
YTD Transactions	267,744.66	00.	380.00	00.	\$268,124.66	141,508.40	23,652.64	\$165,161.04		268,124.66	165,161.04	\$102,963.62		268,124.66	165,161.04	\$102,963.62
YTD Encumbrances	00.	00	00.	00*	\$0.00	00*	00	\$0.00		00	00"	\$0.00		00:	00.	\$0.00
Current Month Transactions	133,872.33	00.	173.00	00.	\$134,045.33	62,570.97	9,640.27	\$72,211.24		134,045.33	72,211.24	\$61,834.09		134,045.33	72,211.24	\$61,834.09
Amended Budget	1,606,468.00	00.	7,000.00	122,838.00	\$1,736,306.00	1,448,912.00	287,394.00	\$1,736,306.00		1,736,306.00	1,736,306.00	\$0.00		1,736,306.00	1,736,306.00	\$0.00
Budget Amendments	00	00.	00*	122,838.00	\$122,838.00	75,000.00	47,838.00	\$122,838.00		122,838.00	122,838.00	\$0.00		122,838.00	122,838.00	\$0.00
Adopted Budget	1,606,468.00	00.	7,000.00	00.	\$1,613,468.00	1,373,912.00	239,556.00	\$1,613,468.00		1,613,468.00	1,613,468.00	\$0.00		1,613,468.00	1,613,468.00	\$0.00
					REVENUE TOTALS			EXPENSE TOTALS	Fund 100 - GF Totals	REVENUE TOTALS	EXPENSE TOTALS	Fund 100 - GF Totals	oletoT bacan	REVENUE TOTALS	EXPENSE TOTALS	Grand Totals

Other Financing Sources Miscellaneous Revenue

Operating Expenses Personnel Costs

EXPENSE

Account Classification Fund 100 - GF

Property taxes Public Charges

REVENUE

Page 1 of 1

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

Date:

March 18, 2015

To:

Administration Committee Members

From:

Warren Kraft - HR Director

Re:

Administration Committee Report

HUMAN RESOURCES ACTIVITY REPORT FOR FEBRUARY 2015

<u>Hires</u> :		Separations:	
Full-Time:		Full-Time:	
Administrative Coord Planning	1	Behavioral Health Supervisor	1
Child Support SpecEnforcement	1	Clerk II – CTC	1
Health Director	1	Clerk Typist I – Clerk of Courts	1
Human Resources Director	1	Clerk Typist II – Dist. Atty.	1
Intake Specialist – Dist. Atty.	1	CNA	1
Park Ranger	1	Correctional Officer	2
Sergeant	1	Director of Nursing Home	1
Social Worker/Case Manager	2	Economic Support Specialist II	2
		Facility Mechanic	1
Part-Time:		Patrol Officer	1
Secretary III – UW Ext.	1	RN Charge Nurse	1
		Senior Accountant	1
Limited Term/Seasonal/On-Call:		Sergeant	1
LTE Admin. Secretary – Cty. Board	1	Telecommunication Operator	1
LTE Bailiff	2		
LTE Project Manager – TS/HS	1	Part-Time:	
LTE Seasonal Worker – Golf Course	3	CNA	1
LTE Social Worker/Case Manager	1	Library Service Assistant	1
TOTAL HIRES:	18	Limited Term/Seasonal/On-Call:	
		LTE Social Worker/Case Manager	1
		On-call Clerk Receptionist	1
		On-call Shelter Care Worker	1
		TOTAL SEPARATIONS:	21

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

Date: April 10, 2015

TOTAL HIRES:

To: Administration Committee Members

From: Warren Kraft – HR Director

Re: Administration Committee Report

HUMAN RESOURCES ACTIVITY REPORT FOR MARCH 2015

<u>Hires</u> :		Separations:	
Full-Time:		Full-Time:	
Assistant Curator	1	Children's Librarian	1
Assistant Naturalist	1	Correctional Officer	1
Behavioral Health Supervisor	1	Deputy Clerk of Courts I	1
Child Support Specialist	1	Deputy Treasurer	1
Clerk II – Economic Support	1	Economic Support Specialist I	1
Clerk Typist II – District Attorney	1	Elections Specialist	1
Clerk Typist II – Port & Res. Rec.	1	Financial Specialist	1
Clinical Social Worker	1	Highway Crew	1
Correctional Officer	6	Hosp. & Nursing Home Administrator	1
CTP Worker	1	Office Manager II - District Attorney	1
Department Coordinator – Library	1	Payroll Specialist	1
Deputy Treasurer	1	Public Health Nurse	1
Economic Support Specialist I	4	Social Worker Supervisor	1
Facility Worker	1	Social Worker/Case Manager	3
Judicial Assistant	1	Telecommunication Operator	1
Library Director	1	·	
Maintenance Mechanic	1	Part-Time:	
Nurse Manager – Health Dept.	1	CNA	2
Patrol Officer	3	LPN	1
Payroll Specialist	1		
Sanitarian II	1	Limited Term/Seasonal/On-Call:	
Social Worker Supervisor	1	Concessionaire Supervisor	1
Technician – Museum	1	Shelter Care Worker - On-call	2
Telecommunication Operator	2		
·		TOTAL SEPARATIONS:	23
Part-Time:			
LPN	1		
RN Charge Nurse	1		
Limited Term/Seasonal/On-Call:			
LTE – 4-H Program Assistant	1		
LTE - Social Worker/Case Mgr.	1		
RN Charge Nurse - On-call	1		
Seasonal Adventure Park	7	= 70	
Seasonal Golf Course	2		
Student Intern - District Attorney	2		

51

Departmental Openings Summary – Human Resources Department

Administration Committee ë

From: Human Resources Date: March 16, 2015

POSITION	VACANCY DATE	REASON FOR LEAVING (Transfer, Wages, Working Conditions)	FILL OR HOLD	UNFILLED REASON
Organizational Development Coordinator	01/09/2015	Other	Eill	Hold for new Director
Safety Coordinator	02/01/2012	Other	Ш	
Senior Human Resources Analyst	03/17/2015	Transfer	H	Posted

Departmental Openings Summary – Human Resources Department

To: Administration Committee From: Human Resources Date: April 13, 2015

POSITION	VACANCY DATE	REASON FOR LEAVING (Transfer, Wages, Working Conditions)	FILL OR HOLD	UNFILLED REASON
Organizational Development Coordinator	01/09/2015	Other	Fill	Hold for new Director
Human Resources Analyst	04/20/2015	Transfer	Hill	

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

HUMAN RESOURCES DIRECTOR

March 17, 2015 Committee Meeting Date: March 26, 2015

TO: Administration Committee

FROM: Warren Kraft

SUBJECT: March Human Resources Report

Following is a summary of recent activities in the Human Resources Department:

Recruitment

Director Level:

- o The Human Services Executive Director is expected to begin on April 1st subject to County Board confirmation.
- o The recruitment is underway for a Hospital & Nursing Home Administrator.
- Jim Jolly, County Conservationist, announced his retirement effective June 30, 2015.

Insurance Activity

- Initial meetings with M3 have started for preliminary 2016 insurance planning.
- Personal Health Assessments are targeted to take place in late summer/early fall.

Wellness

- The Brown County Bellin Run Corporate Team announced that registration is now open for the Bellin Run that takes place on June 13, 2015. A free training opportunity through Bellin was also offered.
- The Brown County Wellness Committee is being established. Interested employees submitted their name to Human Resources for consideration and the committee will be selected in the coming months.

Payroll/Kronos

• Public Safety Communications will be implemented into Kronos next followed by the Sheriff's Department.

Classification & Compensation Plan

• The final salary structure and administrative plan will be presented to the County Board at the meeting on April 15, 2015.

Please feel free to contact me at 448-6288 with any questions. Thank you.

cc: Troy Streckenbach, County Executive

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

DIRECTOR

April 14, 2015

Committee Meeting Date: April 23, 2015

TO:

Administration Committee

FROM:

Warren Kraft

SUBJECT:

April Human Resources Report

Following is a summary of recent activities in the Human Resources Department:

Recruitments

- The Human Services Executive Director was confirmed by the County Board and started on April
 1st.
- The CTC Director of Nursing Home starts on April 20th.
- The recruitment continues for a Hospital & Nursing Home Administrator.
- Jim Jolly, County Conservationist, will retire on June 30, 2015, and the recruitment for his replacement is underway.
- The recruitment for a Senior Accountant in Administration continues.
- The Finance Manager vacancy in Human Services has been posted but won't be filled until after it's approved at the May County Board meeting.

Insurance Activity

- Meetings with M3 continue to occur for preliminary 2016 insurance planning. Forecasted projections are being reviewed with Human Resources and Administration the week of April 13-
- Personal Health Assessments are targeted to take place in late summer/early fall.

Wellness

- The Brown County Wellness Committee is scheduled to meet in late April.
- Prevea, Bellin and Aurora will be presenting to Human Resources and Administration the onsite or near site FastCare services they can provide to Brown County employees on April 16th.

Payroll/Kronos

• Kronos parallel testing is taking place for Public Safety Communications. The tentative go live date is April 26th.

Classification & Compensation Plan

- A resolution regarding the Classification Salary Range for the compensation plan was submitted to the Executive Committee on April 6, 2015, and to the County Board on April 15, 2015.
- The final salary structure and administrative plan will be presented to the County Board at the meeting on April 15, 2015.

Please feel free to contact me at 448-6288 with any questions. Thank you.

cc: Troy Streckenbach, County Executive

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION REQUESTING APPROVAL FOR BROWN COUNTY TO ACCEPT DONATIONS RELATING TO THE "DISCOVER BROWN COUNTY: SUMMER PASSPORT 2015" PROGRAM

WHEREAS, during the months of June, July and August 2015, the Brown County Executive Office will be launching Discover Brown County: Summer Passport 2015, a program aimed at encouraging Brown County residents to get active this summer through utilization of the many resources that Brown County ("County") has to offer ("Program"); and

WHEREAS, Brown County residents who participate in said Program will be provided with free passports that are filled with a variety of activities offered to the public through the Brown County Golf Course, Brown County Library, Brown County Parks Department, Brown County UW-Extension Office, Neville Public Museum and the New Zoo, including its Adventure Park opening on May 18, 2015; and

WHEREAS, as participants of the Program complete the activities listed on their free passports, they will be given a passport stamp from the aforementioned location that correlates therewith, which will, in turn, qualify them for monthly prizes, an incentive designed to benefit the public by encouraging them to get out, get active and challenge their minds; and

WHEREAS, to get the word out in advance of the Program's launch date, the attached document was sent to local businesses throughout the County informing them of the same and providing them with an opportunity to further support the Program through monetary donations or advertising assistance; and

WHEREAS, in response thereto and in furtherance of the public benefit associated therewith, businesses have already begun sending monetary donations to the County, in support of the Program, gratuitously and absent any legal obligation to, or exchange of consideration for, the same ("Donations"); and

WHEREAS, these Donations, as well any additional Donations that may be submitted in regards hereto, will benefit the County; specifically, its residents because it will assist in encouraging awareness of and participation in the County's recreational resources, as well as benefit the public welfare by promoting exercise, learning and socialization throughout the community; and

WHEREAS, per Wis. Stat., § 59.52(19), the Brown County Board of Supervisors is authorized to accept donations, gifts or grants for any public governmental purpose within the powers of the County, and thus, has the authority to accept the pending Donations, as well as any Donations in support of the Program that are submitted subsequent hereto.

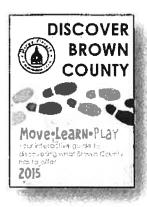
NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors, in accordance with Wis. Stat., § 59.52, hereby authorizes the County to accept any and all Donations that are submitted in support of the Program, so long as used in furtherance of the public benefit associated therewith.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors, in accordance with Chapter 59 of the Wisconsin Statutes, authorizes the County Executive's Office or a capable delegate thereof, to accept said Donations on behalf of the County and to distribute them accordingly.

Respectfully submitted,

ADMINISTRATION COMMITTEE

Approved B	y:										
Troy Streck											
Date Signed	:										
Authored By	y: Cor	poratio	n Cou	nsel							
Final Draft	Approv	ed as t	to form	by Cor	poration (Counsel					
Fiscal Note				_		propriation from the n.	e Gener	al Fur	ıd. This	resolutio	n
BOARD OF SUPERVISORS ROLL CALL #											
						sor					
SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED	SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1					LA VIOLETTE	14				
DE WANE	2					KATERS	15				
NICHOLSON	3					KASTER	16	7			
HOYER	4					VAN DYCK	17				
GRUSZYNSKI	5					JAMIR	18				
HAEFS	6					ROBINSON	19				
ERICKSON	7					CLANCY	20				
ZIMA	8					CAMPBELL.	21				
EVANS	9					MOYNIHAN, JR.	22				
KAYE	10					STEFFEN	23				
BUCKLEY	11					SCHADEWALD	24				
LANDWEHR	12					LUND	25				
DANTINNE, JR	13					FEWELL	26				
Total Votes Cast _			-11								



During the months of June, July and August, Brown County will be launching **Discover Brown County: Summer Passport 2015**. The passports are free and filled with activities to inspire residents to get actively involved in county activities.

There are three activity categories; MOVE, LEARN and PLAY that correlate with different activities each month. As participants complete events on the activity checklist and collect their passport stamps at each location, they will have the opportunity to win monthly prizes. This summer event calendar is designed to encourage fun, challenge the mind and be active while enjoying all that Brown County has to offer.

Summer passports can be picked up at the following Brown County locations: Brown County Golf Course, Brown County Library, Brown County Parks, Brown County UW-Extension, Neville Public Museum, and the NEW Zoo and Adventure Park starting May 18th.

LAIGHSIOH, I	4eville i Oblic i	vioseom, and me	FILTY 200 GING A	avernoie i aik sic	ining may to .
l would	like to provid	de a monetary	donation to Disc	cover Brown Co	unty in the amount of
	\$250	□ \$500	□ \$1,000	□ \$1,500	□ \$2,000
	•		,		ld like to help spread edia and advertising
	Мус	tonation will be pr	ovided by March 3	1# in person or by r	nail to:
S. S		305 E	Attn: Ali Kettner ast Walnut Street, S PO Box 23600 Green Bay, WI 541		Move-Learn-Play
	h the Brown				s Facebook and Twitter, d in the Discover Brown
	Please email		h a .jpeg of your lo ou would like to do	go to Kettner_Am@ onate.	⊇co.brown.wi.us
Contact P	erson		c	Phone Number (_)
Email			Signatu	e	



CORPORATION COUNSEL

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600 Kristen M. Hooker

DEPUTY CORPORATION COUNSEL

PHONE (920) 448-4006 FAX (920) 448-4003

hooker_km@co.brown.wi.us

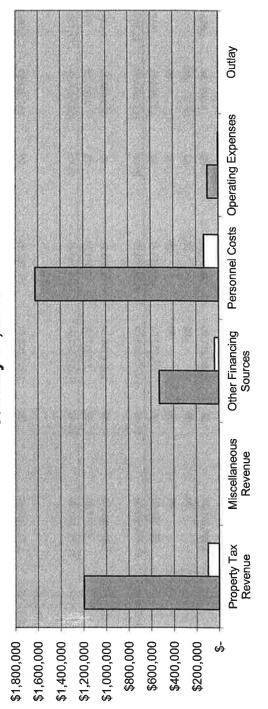
RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	April 14, 2015
REQUEST TO:	Administration Committee
MEETING DATE:	April 23, 2015
REQUEST FROM:	Ali Kettner, Brown County Executive Office, Executive Assistant
REQUEST TYPE:	☑ New resolution☐ New ordinance☐ Revision to resolution☐ Revision to ordinance
	Requesting Approval for Brown County to Accept Donations Relating to the own County: Summer Passport 2015" Program
to accept Donations su program, which is bein	<u>D INFORMATION:</u> This is a Resolution requesting approval for Brown County ibmitted in support of its Discover Brown County: Summer Passport 2015 glaunched this summer to encourage Brown County residents to get out and ration of Brown County's recreational resources.
ACTION REQUESTED	<u>D:</u> Approval of said Resolution
	s Resolution does not require an appropriation from the General Fund.
•	pact? □ Yes □ No
a. If yes, what is	s the amount of the impact?
b. If part of a big	gger project, what is the total amount of the project? \$
	budgeted? Yes No
_	which account?
-	will the impact be funded?
⊠ COPY OF RESOLU	ITION OR ORDINANCE IS ATTACHED
Very truly yours, s/ Kristen M. Hooker	

Brown County
Administration
Budget Status Report
For period ended 1/31/15

		Amended		σFY	% of	
		Budget		Actual	Budget	
Property Tax Revenue	↔	1,196,251	↔	28,687	%8	
Miscellaneous Revenue	↔	1	↔	•	%0	
Other Financing Sources	↔	525,352	↔	37,865	%2	
Personnel Costs	↔	1,624,556	↔	129,680	%8	
Operating Expenses	↔	97,047	₩	3,364	3%	
Outlay	s	1	↔	1	%0	

Administration January 31, 2015





Account Classification

Fund 100 - GF

Property taxes Public Charges

REVENUE

Administration Budget Performance Report

Through 01/31/15 Prior Fiscal Year Activity Included

Summary Listing

\$29,127.89		(\$4,508.53)	\$4,508.53	00*0\$	\$4,508.53	\$0.00	\$0.00	\$0.00	Grand Totals
90,867.63	80	1,588,558.54	133,044.46	00.	133,044.46	1,721,603.00	00"	1,721,603.00	EXPENSE TOTALS
119,995.52	∞	1,584,050.01	137,552.99	00.	137,552.99	1,721,603.00	00	1,721,603.00	REVENUE TOTALS
		a .							Grand Totals
\$29,127.89		(\$4,508.53)	\$4,508.53	00.0\$	\$4,508.53	\$0.00	\$0.00	\$0.00	Fund 100 - GF Totals
90,867.63	∞	1,588,558.54	133,044.46	00*	133,044.46	1,721,603.00	00.	1,721,603.00	EXPENSE TOTALS
119,995.52	œ	1,584,050.01	137,552.99	00	137,552.99	1,721,603.00	00.	1,721,603.00	REVENUE TOTALS
									Fund 100 - GF Totals
\$90,867.63	%8	\$1,588,558.54	\$133,044.46	\$0.00	\$133,044.46	\$1,721,603.00	\$0.00	\$1,721,603.00	EXPENSE TOTALS
8,277.41	3	93,682.80	3,364.20	00.	3,364.20	97,047.00	00.	97,047.00	
82,590.22	80	1,494,875.74	129,680.26	00:	129,680.26	1,624,556.00	00'	1,624,556.00	
\$119,995.52	%8	\$1,584,050.01	\$137,552.99	\$0.00	\$137,552.99	\$1,721,603.00	\$0.00	\$1,721,603.00	REVENUE TOTALS
19,665.60	7	487,486.59	37,865.41	00.	37,865.41	525,352.00	00.	525,352.00	
00.	+ + +	00.	00.	00.	00.	00	00'	00.	
00.	† † †	00.	00.	00.	00.	00*	00.	00.	
100,329.92	00	1,096,563.42	99,687.58	00.	99,687.58	1,196,251.00	00.	1,196,251.00	
Prior Year YTD	Rec'd	Transactions	Transactions	Encumbrances	Transactions	Budget	Amendments	Budget	
	/pesn %	Budget - YTD	YTD	OTY.	Current Month	Amended	Budget	Adopted	
January Essenig									

Other Financing Sources Miscellaneous Revenue

Operating Expenses

Personnel Costs

EXPENSE



Page 1 of 2

Brown County
Administration
Budget Status Report
For period ended 2/28/15

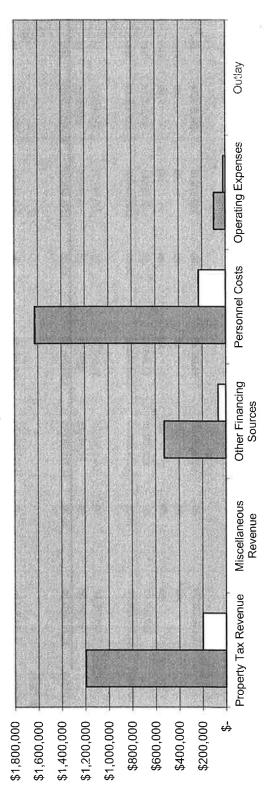
LOI bellon elinen 7/20/13					
	Amended		YTD	% of	
	Budget		Actual	Budget	
Property Tax Revenue	\$ 1,196,251	↔	199,375	17%	
Miscellaneous Revenue		\$	•5;	%0	
Other Financing Sources	\$ 525,352	↔	65,170	12%	
Personnel Costs	\$ 1,624,556	↔	229,094	14%	
Operating Expenses	\$ 97,047	↔	16,354	17%	
Outlay		↔	*	%0	

HIGHLIGHTS:

Revenues: Other financing sources variance includes a reimbursement for project team personnel costs which is trending lower due to vacancy of project team members.

Expenses: Personnel costs are trending lower due to vacancy of project team members.

Administration February 28, 2015







Administration Budget Performance Report

Through 02/28/15
Prior Fiscal Year Activity Included

\$50,303.87		(\$19,096.87)	\$19,096.87	\$0.00	\$22,498.70	\$0.00	\$0.00	\$0.00	Grand Totals	
196,351.68	14	1,476,154.88	245,448.12	00*	104,493.30	1,721,603.00	00.	1,721,603.00	EXPENSE TOTALS	
246,655.55	15	1,457,058.01	264,544.99	00*	126,992.00	1,721,603.00	00.	1,721,603.00	REVENUE TOTALS	
									Grand Totals	
\$50,303.87		(\$19,096.87)	\$19,096.87	\$0.00	\$22,498.70	\$0.00	\$0.00	\$0.00	Fund 100 - GF Totals	
196,351.68	14	1,476,154.88	245,448.12	00**	104,493.30	1,721,603.00	00.	1,721,603.00	EXPENSE TOTALS	
246,655.55	15	1,457,058.01	264,544.99	00	126,992.00	1,721,603.00	00.	1,721,603.00	REVENUE TOTALS	
									Fund 100 - GF Totals	
\$196,351.68	14%	\$1,476,154.88	\$245,448.12	\$0.00	\$104,493.30	\$1,721,603.00	\$0.00	\$1,721,603.00	EXPENSE TOTALS	
14,422.13	17	80,692.91	16,354.09	00"	5,079.53	97,047.00	00.	97,047.00		Operating Expenses
181,929.55	14	1,395,461.97	229,094.03	00	99,413.77	1,624,556.00	00	1,624,556.00		Personnel Costs
										EXPENSE
\$246,655.55	15%	\$1,457,058.01	\$264,544.99	\$0.00	\$126,992.00	\$1,721,603.00	\$0.00	\$1,721,603.00	REVENUE TOTALS	
45,995.71	12	460,182,17	65,169.83	00.	27,304.42	525,352.00	00'	525,352.00		Other Financing Sources
00.	+ + +	00.	0.	00.	00.	00.	00.	00.		Miscellaneous Revenue
00.	+ + +	00.	00"	00.	00:	00.	00.	00.		Public Charges
200,659.84	17	996,875.84	199,375.16	00.	85'.289'66	1,196,251.00	00.	1,196,251.00		Property taxes
										REVENUE
										Fund 100 - GF
Prior Year YTD	Rec'd	Transactions	Transactions	Encumbrances	Transactions	Budget	Amendments	Budget		Account Classification
	% nsed/	Budget - YTD	YTD	OTY.	Current Month	Amended	Budget	Adopted		
summary Listing	Summ									Stablished 15
201101 - 1210)



2014 / 2015 BUDGET ADJUSTMENT LOG

NUMBER	DATE OF REQUEST	DEPT	DESCRIPTION	CAT	EXEC ACTION/ DATE	BOARD APPRL REQ'D?	BOARD ACTION/DATE	FINANCE REF.
[4-111	2/13/15	Human Resources	Transfer of \$1573 to cover 4th quarter sick leave for retirees/deaths. These funds are budgeted in Human Resources salary reimbursement account but paid for out of the retirees appropriate department salary account. Funds are transferred to the appropriate department salary account along with the applicable transfer in/out. Amount: \$1573.00	2	Approved 2/18/15	Z		J7186B J5035A
4-112	2/24/15	Human Resources	2014 Transfer of funds to cover the casual payouts for levy departments that did not have enough levy left in their budget to cover the payouts. These funds are budgeted in the Human Resources salary reimbursement account. The funds need to be transferred to the appropriate department salary/fringe accounts along with the corresponding transfer in.	2	Approved 2/25/15	Z		J7339B J7340A
4-113	2/24/15	Library	This request is to reallocate Library tax levy dollars transferred to the Central Library Renovation Capital Project fund in 2012 for the following Central Library projects: arc flash study, test existing circuit breakers, branch breaker replacement, transfer switch installation, interior lighting retrofit, stacking lighting upgrade, book unloading area and lighting area upgrade, exterior lighting re-lamping, localized lighting control modification, garage exhaust and make-up air installation, HVAC control system upgrades, existing cooling tower & steam boiler maintenance, and boilers, chillers, and pumps replacement now to be used for the architect costs associated with the expansion of the Southwest library.	3	Approved 2/24/15	Z	äti	J7346 No actual
4-114	2/26/15	Human Resources	Transfer of \$95,156 to cover sick leave escrows for Sheriff retirees during 2014. These funds are budgeted in Human Resources salary reimbursement account but paid for out of the retirees' appropriate department salary accounts. Funds are then transferred to the appropriate department salary account along with the applicable transfer in/out. Amount \$95,156	2	Approved 2/26/15	Z	91	J7375 Actual J7325
4-116	3/11/15	Human Services	Our Partners in the Baylake Consortium (Door, Marinette, Shawano, and Oconto Counties) had income maintenance claims greater than we had budgeted for in 2014 directly resulting in a greater expense on our ledger. Brown County acts as a pass through entity for the payments to our partners. The amount we receive in revenue from the state on their behalf equals the amount they are paid. Amount: \$725,000	7	Approved 3/13/15	Y	HHS 3/25/15 Cg ₂ Bd 4/15/15	
5-11	2/4/15	Sheriff	This request creates a new restricted fund under the Sheriff's oversight to track immate commissary fund revenues and expenses in the general ledger. The jail has maintained an immate commissary fund for many years and it utilizes proceeds from inmate sales commissions to purchase various items for the direct benefit of the immates. This was previously recorded as a "trust" account but starting in 2015 it will be recorded as a restricted fund. Only immate commission revenues will go into this fund and expenses will only be for immate purposes. This fund will not lapse at year end but will continue each year.	7	Approved 2/18/15	¥	Pub Saf 3/4/15 Cṭy Bd 3/18/15	
5-12	2/09/15	Sheriff	This request is to increase overtime and fringe benefits to participate in a WI DOT BOTS Alcohol Enforcement grant program through Sept. 2015. Increased expenses are offset by grant revenue. A soft match is required but will be covered by mileage and patrol hours generated by the Traffic team. This is an annual grant program that has been provided to the County for many years. However it was not included in the 2015 budget because the amount had not been determined when the budget was created. This adjustment is for only the calendar year 2015 portion.	7	Approved 2/18/15	>	Pub Saf 3/4/15 Cty Bd 3/18/15	



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NUMBER RE	DATE OF REQUEST	DEPT	DESCRIPTION	CAT	EXEC ACTION/ DATE	BOARD APPRL REQ'D?	BOARD ACTION/DATE	FINANCE REF.
74	2/10/15	Public Works	The MHC Demo Project is over budget due to not receiving as much salvage revenue as initially anticipated and also because of Public Works-Highway Labor and Equipment being more than initially budgeted (primarily due to having more overtime hours charged to the job as the dept had a very heavy winter requiring them to put in a lot of hours for winter maintenance while also trying to complete this project). Public Works Highway would like to transfer out funds to cover the current overage on this MHC Demo project. Currently we are estimating \$2500 of unearned salvage revenue to come in 2015. Should more come in, PW Highway should receive a transfer back of any additional salvage revenue earned. There is still \$63,601.25 of budget remaining to construct the shed for Facility Management. Should more funds be required for this a new budget adjustment should be done.	9	Approved 2/18/15	>-	P D & T 3/23/15 Cty Bd 4/15/15	
2	2/24/15	Sheriff	This request is to increase Equipment non-outlay expense to participate in a Homeland Security HS Alert SWAT Equipment Grant program through June 30, 2015. Increased expenses are offset by grant revenue. There is no local match. Equipment to be purchased with this grant includes a used vehicle and ballistic shields, none of which have a per unit cost of over \$5,000.	7	Approved 2/25/15	>	Pub Saf 3/4/15 Cty Bd 3/18/15	
2	2/19/15	Library	This request is to reallocate Library tax levy dollars transferred to the Central Library Renovation Capital Project fund in 2012 for the following Central Library projects: arc flash study, test existing circuit breakers, branch breaker replacement, transfer switch installation, interior lighting retrofit, stacking lighting upgrade, book unloading area and lighting area upgrade, exterior lighting re-lamping, localized lighting control modification, garage exhaust and make-up air installation, HVAC control system upgrades, existing cooling tower & steam boiler maintenance, and boilers, chillers, and pumps replacement now to be used for the design and engineering costs associated with the expansion of the Southwest library. This is a result of the request made by the Education and Recreation Committee.	33	Approved 2/24/15	Z	1	J808 No actual
E	3/03/15	Sheriff	This 2015 technical correction is an allocation of budgeted prior year (2014) grant revenue for a project not completed until early 2015. In 2014 the Jail received funding of \$81,453 from a vendor for the installation of wiring for the Jail kiosk project. Originally it was anticipated the project would be completed in 2014 but the County's electrician did not have sufficient time to complete it until 2015. Expenses incurred through the end of 2014 totaled \$65,312.10 leaving \$16,140.90 unspent at the end of 2014.	2	Approved 3/3/15	Z	I.	_ J0862 No actual
, s	3/11/15	Health	WHEPP GRANT - The Department of Health and Human Services has approved program funding carry over from BP-2 (July 1, 2013 - June 30, 2014) to the current fiscal year BP-3 (July 1, 2014 - June 30, 2015). The funding will be provided by two separate CARS contract addenda. The first will appear on or about March 2nd 2015 in the amount of \$75,000. The second will appear on or about April 1st 2015 in the amount of \$55,000. For a total of \$100,000 for Region 3 WHEPP-HCC. These funds must be spent before June 30, 2015 on emergency supplies, travel expenses, stand-alone computer equipment, educational speakers, a contractor for HCC projects and the development of a website. LOCAL PREPAREDNESS GRANT - The preparedness program was awarded Conference and Training Scholarships to individuals attending specific conference and trainings which will cover registration, transportation to/from the conference/training, and hotel in the total amount of \$12,890.	7	Approved 3/11/15	≻	H&HServ - 3/25/15 Cty Bd – 4/15/15	

Revised 3/17/1

2015 BUDGET ADJUSTMENT LOG

NUMBER	DATE OF REQUEST	DEPT	DESCRIPTION	CAT	EXEC ACTION/ DATE	BOARD APPRL REQ'D?	BOARD ACTION/DATE	FINANCE REF.
<u>15-20</u>	3/19/15	Human Services	Family Care will begin on July 1, 2015 after a delay of 4 months. This budget adjustment is necessary to have the waiver programs operate an additional 4 months in 2015. Total purchased services \$16,970,233; total revenue \$17,993,857; and a total salary of \$1,023,624.	7	Approved 3/19/15	¥	HHS – 4/22/15 Cty Bd – 5/20/15	
<u>15-21</u>	3/27/15	Human Services	Budget adjustment for the 2015 TAD Grant awarded in 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 for reimbursable expenses and match expenses combined. The Judges' and DA's time will be considered match expenses for the grant. Amount: \$133,897	7	Approved 4/1/15	Y	HHS – 4/22/15 Cty Bd – 5/20/15	
15-22	3/23/15	Parks	Reallocate the vehicle repairs and maintenance expense to the various Parks divisions due to the removal of the Fleet Program from the 2015 Budget. Amount: \$15,250	1	Approved 3/23/15	Z		J1429 No actual
15-23	3/26/15	Admin	Request for Asset Maintenance Funds: Sophie Beaumont parking lot repairs. Amount: \$36,000	2	Approved 3/26/15	Z	-	J1425 J1427 actual
15-24	3/31/15	Human Services	There are now additional employees in unit 175 which were also supplied with County cell phones. \$1,000 is being moved from contracted services to telephone expense. Amount: \$1,000	1	Approved 3/31/15	Z	186	J1636 No actual
15-25	4/1/15	Parks	Parks Rails to Trails has a Recreational Trail Program grant that the award period crosses fiscal years. This budget adjustment request is to properly budget for the unspent grant awards of \$92,734 in 2015. Amount: \$92,734	2	Approved 4/6/15	Z	-	J1517 No actual

Revised 4/14/15

Departmental Openings Summary - Administration Department

To: Administration Committee

From: Administration

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Senior Accountant	2/13/2015	Other	Fill	Posted/Hiring

Transfer, Wage, Working Condistions



Departmental Openings Summary - Administration Department

To: Administration Committee From: Administration

Position	Vacancy Date	Reason for Leaving	Fill or Hold	Unfilled Reason
Senior Accountant	2/13/2015	Other	Fill	Posted/Hiring
Finance Manager	4/9/2015	Other	Fill	Posted/Hiring

Transfer, Wage, Working Condistions



DEPARTMENT OF ADMINISTRATION

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

CHAD WEININGER

PHONE (920) 448-4037 FAX (920) 448-4036 WEB: www.co.brown.wi.us

DIRECTOR

March 16, 2015

Committee Date: March 26, 2015

TO:

Administration Committee

FROM:

Chad Weininger

Director of Administration

SUBJECT:

March Director's Report

I. Risk & Purchasing Department

<u>Claims:</u> There were four (4) property damage claims. Two related to automobile accidents, one regarding the Resch Center and one involving a Highway vehicle. There were also two (2) "glass claims", one in the visitors' area at the Work Release Center and a broken cell window at the jail.

There was an uninsured loss at the jail due to pinholes in pipes that developed. This loss will fall under the normal wear and tear exclusion in the property policy. The vendor who provided the piping is no longer in business.

Overall claims were 36.1% lower than 2013. This was largely due to an \$80,000 settlement in 2013 and a number of inmate claims closing in 2013.

<u>PCI Compliance</u>: The procedures for handling credit card transactions were updated for the Community Treatment Center to be in compliance with the requirements for Payment Card Industry Data Security Standards (PCI DSS), Version 3. Annual PCI training was sent to twenty (20) CTC employees. The CTC's annual Attestation of Compliance expires in March. The Attestation of Compliance was completed for Parks and the NEW Zoo.

PCI DSS, Version 3 requirements for inspection of equipment for possible tampering were provided to the consultant preparing the specifications for the new revenue system at the airport.

II. Finance Department

<u>Finance Update:</u> Unaudited financial statements for 2014 were available to departments on March 10th. Auditors will be on-site for the 2014 audit in early May. The initial project resolution for 2015 bonded projects will go to the Board on April 15th for approval.

<u>2014 Budget:</u> The 2014 Countywide Financial Statement Results (unaudited) as of December 31, 2014, is attached for your review. The following are highlights from the report.

Clerk of Courts is recognizing a net loss due to revenue shortfalls recognized in the collection of fines and fees. In addition, attorney and Guardian Ad Litem expenditures were overspent.

Public Safety's negative variance of \$43,040 was due to a loss of a 2013 grant submission. The pass-through agency finalized grant documents without submitting Brown County's invoices.

Health Department finished the year with a \$310,673 positive variance. The positive variance was due to additional revenue received as well as savings in wages and medical expenses.

Human Resources recognized a significant variance of \$286,255 due to savings in necessary casual payout transfers to departments. Other departments were able to fund their casual payouts due to savings in personnel costs. In addition, Human Resources position vacancies in 2014 also attributed to the savings.

Sheriff recognized a \$313,672 positive variance due to significant savings in WRS, but this was partially offset by overtime in the Jail.

CTC recognized a \$693,751 deficit excluding depreciation due to lower client counts at the CBRF.

Child Support will require a \$144,508 transfer from the General Fund because funding allocations at the state level were not released to counties in time for inclusion in 2014. Per state recommendations, the Child Support agency used previous years' allocations for estimation purposes. A shortfall was realized, once allocations were issued, due to changes in state incentive methodology as well as in matched funding level calculations.

General Fund Balance 2014 Usage:

Circuit Courts Audio Visual Upgrade	255,500
Facility Upgrades	284,000
Sheriff Vehicle Storage	250,000
Library Radio Frequency System	78,838
Museum Master Plan	15,000
DA Drug Task Force Cases	83,993
	\$967,331

In addition, \$500,000 was set aside to be used for future projects at the Veteran's Memorial Complex.

III. Logos & Kronos Project Implementation Update

Fixed Assets: went live on February 28th.

<u>Financial Systems:</u> The team was reassigned the remaining departments for the Time and Attendance Project (Kronos) on June 25, 2014. They will be working on Advanced Scheduler, which will result in pushing back Financial Systems Implementation.

If you have any questions, please feel free to contact me at 448-4035.

cc: Troy Streckenbach - County Executive

Attachments:

2014 Countywide Financial Statement Results (unaudited) Kronos & Financial Systems Project Schedule



Brown County
Financial Statement Results - Levy Funded Departments
Property Tax Levy (Over) Under Approved Amount
As of 12/31/2014 - Unaudited

			Property Tax			
					(Over) / Under	
Levy Funded	Annual 2014	Levy as of	,	Requested	nnder=	
Departments	Levy	12-31-14	Actual Need	Carryover	savings	Comments
General Fund						
Board Office	552,067	552,067	546,752	•	5,315	
						Maintenance payments for video conference and dictation system have not been incurred. Additional savings were
Circuit Courts	2,027,627	2,027,627	1,904,377		123,250	recognized in juror expenditures.
						Revenue shortfalls were recognized in the collection of fines
	,		1			and Clerk of Court fees. In addition, attorney and Guardian Ad
Clerk of Courts	672,857	672,857	969,058	•	(296,201)	(296,201) Litem expenditures were overspent.
						Negative variance due to loss of 2013 grant submission. The
						pass-through agency finalized grant documents without
Public Safety	5,667,786	5,667,786	5,710,826	10	(43,040)	(43,040) submitting the required invoices from Brown County.
						Additional revenue recognized for ME Services for cremation
					r	permits and death certificate signatures. Savings recognized in
Medical Examiner	149,626	149,626	94,436	1	55,190	55,190 wages and autopsies.
Corporation Counsel	633,423	633,423	598,964	ı	34,459	Savings recognized in legal fees.
County Clerk	292,510	292,510	227,182	•	65,328	
						Savings in wages and expert witness fee. Additional revenue
						was recognized due to the extension of the Violence Against
						Women grant. Carryover is for cases in process or delayed to
District Attorney	1,284,726	1,284,726	1,210,180	(10,000)	64,546	2015 that require testimony.
						Savings in personnel costs due to the vacancy of the Deputy
Executive	362,044	362,044	312,445	2	49,599	Executive.
						Savings in wages due to vacancy of Senior Accountant and
						Administrative Coordinator. Carryover related to financial
Administration	1,203,959	1,203,959	1,110,427	(57,774)	35,758	consulting and assistance for financial system implementation.
Land Conservation	408,858	408,858	368,858	(40,000)	•	Carryover relates to the purchase of two new vehicles.
Facility Management	2,394,973	2,394,973	2,360,906	(34,067)	-	Carryover is for carpet at Branch 8 and Attic Stock.
						Shortfall in admissions which were offset by savings in wages
3						and advertising. Carryover is related to the transfer from the
3	803 086	823 086	774 621	(24,000)	24.465	General Fund to complete the addience analysis and hety
Muse	050,000	050,020	1.701.	(2004)	_	

Brown County
Financial Statement Results - Levy Funded Departments
Property Tax Levy (Over) Under Approved Amount
As of 12/31/2014 - Unaudited

			Property Tax			
					(Over) / Under	
Levy Funded	Annual 2014	Levy as of		Rednested	nnder=	
Departments	Levy	12-31-14	Actual Need	Carryover	savings	Comments
Health	1,971,571	1,971,571	1,660,898	ì	310,673	Additional revenue received for lunch program inspections, immunizations, and car seat inspections. Savings in wages, medical costs, and rent. Carryover request for Health is already assigned in General Fund.
Park	859,924	859,924	858,563		1,361	Budget was monitored due to the shortfall of revenue expected to fund the Reforestation Park from the new Adventure Park. The Parks Department implemented expenditure reductions to help offset the negative impact, so the transfers were able to cover the activity.
Human Resources	1,632,829	1,632,829	1,223,736	(122,838)	286,255	Savings were recognized in casual payout transfers to departments. Additional savings were recognized due to position vacancies. Carryover relates to wage comparability study, lean projects, and training.
PALS	597,617	597,617	597,617	1	9	Savings in wages reduced the necessary transfer from LIO.
Register of Deeds	(750,783)	(750,783)	(583,493)	Ü	A shortfa decreas copies s reimbura (167,290) savings.	A shortfall of \$343,000 in revenue was recognized due to the decrease in the recording of real estate documents as well as copies sold. This shortfall was partially offset by a \$117,000 reimbursement for redaction fees and additional operational savings.
Sheriff	28,028,908	28,028,908	27,596,986	(118,250)	313,672	Savings recognized in WRS and Health insurance, but were partially offset by required overtime at the Jail. Revenue for huber and electronic monitoring trended higher than expected. Carryover is for electronic record storage equipment.
Treasurer	(1,775,128)			1	171,958	Positive variance due interest earned on past due taxes. Savings recognized in wages and in personal property tax refunds.
UW Extension	396,210	396,210	395,227	-	983	
Veterans Service	362,980	362,980	318,312	(27,560)	17,108	Unanticipated grants received from Walmart (\$25,000) and Desert Veterans (\$6,000). Carryover is for unspent proceeds from donations.
GF Excluding Gen Govt	t 47,797,670	47,797,670	46,309,792	(434,489)	1,053,389	

Brown County
Financial Statement Results - Levy Funded Departments
Property Tax Levy (Over) Under Approved Amount
As of 12/31/2014 - Unaudited

			Property Tax			
Levy Funded	Annual 2014	Levy as of		Requested	(Over) / Under under=	
Departments	Levy	12-31-14	Actual Need	Carryover	savings	Comments
General Government	(10,277,996)	(10,277,996)	(8,630,101)	ř	(1,647,895)	Budgeted to utilize \$3.7 in fund balance, but Public Safety CAD (1,647,895) and 911 not expected to start until 2015 and will be bonded.
General Fund Total	37,519,674	37,519,674	37,679,691	(434,489)	(594,506)	
Library	6.263.694	6.263.694	6.126.371	(137.323)	3	Funds will remain with Library. Savings recognized in personnel costs, repairs and maintenance, media purchases, and technology services chargebacks.
Community Programs	15,246,722	15,246,722	18,572,662	1 3	Not Available	Accruals have not been completed. Expected to be finalized by Not Available the end of March.
Community Treatment Center	2,597,267	2,597,267	4,076,498	1	(1,479,231)	Negative variance includes depreciation of \$785,480; remaining negative variance of \$693,751 is due to lower client (1,479,231) count than budgeted at the CBRF.
						Funding allocations at the state level were not released to counties in time for inclusion in the 2014. Per state recommendations, the Child Support agency used previous years' allocations for estimation purposes. A shortfall was realized, once allocations were issued, due to changes in state incentive methodology as well as in matched funding level
Child Support	123,314	123,314	267,822	. 4 1.	(144,508)	- 1
Syble Hopp School	2,802,612	2,802,612	2,487,843	(314,769)	i i	Funds will remain with Syble Hopp. Savings were recognized in personnel and health insurance.
County Roads and Bridges	180,000	180,000	(117,569)	(297,569)	ij	Due to harsh winter, winter maintenance is overspent; but was offset by savings in summer and traffice control maintenance. Funds remain in County Roads and Bridgets.
Debt Services	13,913,487	13,913,487	13,826,548	(86,939)		Recognized premium on bonds issued. Funds remain in Debt Service.
2014 Highway Projects	1,458,000	1,458,000	134,144	(1,323,856)	*	Funds will remain with CIP until completion of the projects.
Aging Resource Center	753,639	753,592	495,422	(258,170)	ű.	Full amount of levy is transferred to ADRC and funds remain in ADRC.
C-and Total	80,858,409	80,858,362	83,549,432	(2,853,115)	(2,218,245)	



Time & Attendance

	Start	Targeted Completion	
Public Safety	September 22, 2014	April 2015	Time Keeper
Sheriff Sworn Officers	April 2015	TBD	Time Keeper
Syble Hopp	TBD	TBD	Time Keeper
Public Safety	April 1, 2015	TBD	Advanced Scheduler Assessments/Implementations
Sheriff Jail	April 1, 2015	TBD	Advanced Scheduler Assessments/Implementations
Sheriff Patrol	April 1, 2015	TBD	Advanced Scheduler Assessments/Implementations
 Process Manager Work Flow Automated Time Off Requests K-mail 	After Advanced Scheduler		Enhancements

Financial Systems

	Remaining	Start	Targeted Completion	
FMB-Revenue Collection/Misc. Billing	75% compl	June 2013	March 31, 2015	
Non Interface Departments	1	TBD	TBD	Still planned for 2015 – dependent on Treasurers decision on resources
Interface Departments	7	January 2016	TBD	Will be absorbed into TS Operations for 2016
FME-Contracts		August 25, 2014	August 29, 2014	Assessment of Need Only
HRE-Personnel Actions		February 16, 2015	May 27, 2015	Waiting on HR for scheduling
HRE-Employee Event Tracking		February 16, 2015	May 27, 2015	Waiting on HR for scheduling
FME-Contracts		June 9, 2015	Sept 30, 2015	
HRE-Open Enrollments		June 9, 2015	Sept 30, 2015	Third Party Interfaces
FME-Grant Management		October 1, 2015	December 31, 2015	Determined by the availability of Finance resources
FME-Project Accounting		October 1, 2015	December 31, 2015	Determined by the availability of Finance resources

FMB – Financial Management Base Module

FME – Financial Management Enhancement Module

HRB - Human Resource Base Module

HRE – Human Resource Enhancement Module

Base – Foundational module for the processing of transactions

Enhancement – Builds upon the Base module for additional functionality

DEPARTMENT OF ADMINISTRATION

Brown County

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CHAD WEININGER

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DIRECTOR

Committee Date: April 23, 2015

April 13, 2015

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Administration Committee

FROM:

TO:

Chad Weininger

Director of Administration

SUBJECT:

April Director's Report

I. Risk & Purchasing Department

<u>Claims/Events:</u> Nine (9) events were recorded. Three of the events relate to falls at the airport, and a damaged vehicle in long-term parking. Two other events included an inmate claiming deliberately indifferent to his medical needs, and a visitor falling off a stool at the jail. The visitor submitted a claim. There also a trip and fall at the library and the state surveyor fell off a ladder at CTC. Another event alleges vehicle damage from snow/ice being plowed onto Ashland Avenue from the Highway 172 overpass.

In addition to the claim filed by the Jail visitor, three other claims were filed. One claim related to property damage caused by Sheriff's personnel during a welfare check. A claim was also filed for a breach of contract. A former employee filed a claim alleging age discrimination and retaliation.

<u>PCI Compliance</u>: The procedures for handling credit card transactions were updated for the Airport and Health departments to be in compliance with the requirements for Payment Card Industry Data Security Standards (PCI DSS), Version 3. Annual PCI training was sent to Airport and Health department staff handling credit card information. The Airport and Health Department's annual Attestation of Compliance expires in April. The Attestation of Compliance was completed for the Community Treatment Center.

II. Finance Department

<u>2015 Bonding:</u> There will be a Moody's Bond Rating Call for the \$7,575,000.00 issuance approved by the County Board on April 15th. The County currently holds an Aaa rating.

2014 Budget: Auditors will be on-site the weeks of May 4th and May 11th to review.

<u>2016 Budget:</u> Consultant for the cost allocation plan will be on-site April 23rd and 24th. A draft of the cost allocation report should be completed by the end of May. Currently Technology Service and Human Resources are working on their preliminary budget numbers that are used to build all other departments budgets. In addition, Capital Improvement Plan (CIP) forms and the Internal Service Budget packets will be distributed in early May.

III. Logos & Kronos Project Implementation Update

<u>Financial Systems:</u> Revenue Collections for Planning and Land will be implemented by the Treasurer's Office starting in September 2015. The remaining interfaces will resume in 2016. The TS project resources will be allocated to Kronos Advanced Scheduling needs for Public Safety Communications and Sheriff.

If you have any questions, please feel free to contact me at 448-4035.

cc: Troy Streckenbach - County Executive